

Senate Study Bill 1058 - Introduced

SENATE/HOUSE FILE _____

BY (PROPOSED GOVERNOR'S BILL)

A BILL FOR

1 An Act relating to and providing for education reform involving
2 student, teacher, and administrator programs and activities
3 under the purview of the department of education, the state
4 board of education, the college student aid commission,
5 school districts, and accredited nonpublic schools; making
6 appropriations and providing for the establishment and
7 retention of certain fees; and including transition and
8 effective date provisions.
9 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 DIVISION I

2 IOWA ONLINE LEARNING INITIATIVE — FEES AND APPROPRIATIONS

3 Section 1. Section 256.42, Code 2013, is amended by adding
4 the following new subsections:

5 NEW SUBSECTION. 8. The department shall establish fees
6 payable by school districts and accredited nonpublic schools
7 participating in the initiative. Fees collected pursuant
8 to this subsection are appropriated to the department to be
9 used only for the purpose of administering this section and
10 shall be established so as not to exceed the budgeted cost of
11 administering this section to the extent not covered by the
12 moneys appropriated in subsection 9. Providing professional
13 development necessary to prepare teachers to participate in the
14 initiative shall be considered a cost of administering this
15 section. Notwithstanding section 8.33, fees collected by the
16 department that remain unencumbered or unobligated at the close
17 of the fiscal year shall not revert but shall remain available
18 for expenditure for the purpose of expanding coursework offered
19 under the initiative in subsequent fiscal years.

20 NEW SUBSECTION. 9. There is appropriated from the general
21 fund of the state to the department, for the following fiscal
22 years, the following amounts, to be used for administering
23 this section and for not more than three full-time equivalent
24 positions:

25 *a.* For the fiscal year beginning July 1, 2013, and ending
26 June 30, 2014, the sum of one million five hundred thousand
27 dollars.

28 *b.* For the fiscal year beginning July 1, 2014, and ending
29 June 30, 2015, the sum of one million five hundred thousand
30 dollars.

31 *c.* For the fiscal year beginning July 1, 2015, and ending
32 June 30, 2016, the sum of one million five hundred thousand
33 dollars.

34 DIVISION II

35 TRAINING AND EMPLOYMENT OF TEACHERS

1 Sec. 2. NEW SECTION. **256.95 Teach Iowa marketing and public**
2 **outreach initiative.**

3 Subject to an appropriation of sufficient funds by the
4 general assembly, the department shall develop and implement a
5 teach Iowa marketing and public outreach initiative by January
6 1, 2014. The initiative shall have the following goals:

7 1. To motivate high-performing high school and college
8 students to enter teacher preparation programs and to enter the
9 teaching profession in Iowa upon successful completion of such
10 programs.

11 2. To motivate teacher candidates, especially those in
12 science, technology, engineering, and mathematics fields, to
13 enter teacher preparation programs and to enter the teaching
14 profession in Iowa upon successful completion of such programs.

15 3. To recruit high-caliber teacher candidates to pursue
16 teaching careers in Iowa.

17 4. To encourage teacher candidates to pursue teaching
18 careers in rural Iowa.

19 5. To inform the public of the value of the teaching
20 profession and of the importance of Iowa's education system to
21 the future of Iowa.

22 Sec. 3. NEW SECTION. **256.96 Online state education job**
23 **posting system.**

24 1. The department shall establish an online state
25 education job posting system. The system shall be designed and
26 implemented for the online posting of job openings offered by
27 school districts, charter schools, area education agencies, the
28 department, and accredited nonpublic schools. The system shall
29 be accessible via the department's internet site. The system
30 shall include a mechanism for the electronic submission of job
31 openings for posting on the system as provided in subsection 2.

32 2. A school district, charter school, or area education
33 agency shall submit all of its job openings to the department
34 for posting on the system. The department shall post all of
35 its job openings on the system. An accredited nonpublic school

1 may submit job openings to the department for posting on the
2 system.

3 3. This section shall not be construed to do any of the
4 following:

5 a. Prohibit any employer from advertising job openings and
6 recruiting employees independently of the system.

7 b. Prohibit any employer from using another method of
8 advertising job openings or another applicant tracking system
9 in addition to the system.

10 c. Provide the department with any regulatory authority in
11 the hiring process or hiring decisions of any employer other
12 than the department.

13 Sec. 4. NEW SECTION. **256.97 Teach Iowa scholar program.**

14 1. A teach Iowa scholar program is established within the
15 department to provide teach Iowa scholar grants to selected
16 high-caliber teachers. The department shall administer
17 the program in collaboration with the college student aid
18 commission.

19 2. An applicant shall be eligible for a teach Iowa scholar
20 grant if the applicant meets all of the criteria specified
21 under, or established in accordance with, subsection 3.

22 3. Criteria for eligibility shall be established by the
23 department, and shall include but are not limited to the
24 following:

25 a. The applicant was in the top twenty-five percent
26 academically of students entering a teacher preparation program
27 approved by the state board of education pursuant to section
28 256.7, subsection 3, or had earned other comparable academic
29 credentials.

30 b. The applicant is preparing to teach in fields including
31 but not limited to science, technology, engineering, or
32 mathematics; or is preparing to teach in a hard-to-staff
33 subject as identified by the department. The department shall
34 annually identify and designate hard-to-staff subjects for the
35 purpose of this paragraph.

1 4. A selected applicant who has successfully completed a
2 practitioner preparation program approved pursuant to section
3 256.7, subsection 3, shall be eligible for a teach Iowa scholar
4 grant for each year of full-time employment completed in this
5 state as a teacher for a school district, charter school, area
6 education agency, or accredited nonpublic school. A teach Iowa
7 scholar grant shall not exceed four thousand dollars per year
8 per recipient. Grants awarded under this section shall not
9 exceed a total of twenty thousand dollars per recipient over a
10 five-year period.

11 5. The state board, in collaboration with the college
12 student aid commission, shall adopt rules pursuant to chapter
13 17A to administer this section. The rules shall include but
14 shall not be limited to a process for use by the department to
15 determine which eligible applicants will receive teach Iowa
16 scholar grants.

17 6. A teach Iowa scholar fund is established in the state
18 treasury. The fund shall be administered by the department and
19 shall consist of moneys appropriated by the general assembly
20 and any other moneys received by the department for deposit
21 in the fund. The moneys in the fund are appropriated to the
22 department for the teach Iowa scholar program. Notwithstanding
23 section 8.33, moneys in the fund at the close of the fiscal
24 year shall not revert to the general fund of the state but
25 shall remain available for expenditure for the teach Iowa
26 scholar program for subsequent fiscal years. Notwithstanding
27 section 12C.7, subsection 2, interest or earnings on moneys in
28 the fund shall be credited to the fund.

29 Sec. 5. NEW SECTION. **256.98 Teach Iowa student teaching**
30 **pilot project.**

31 1. Subject to an appropriation of sufficient funds by
32 the general assembly, the department shall establish a teach
33 Iowa student teaching pilot project in collaboration with
34 two institutions of higher education which offer teacher
35 preparation programs approved by the state board of education

1 pursuant to section 256.7, subsection 3. The two institutions
2 of higher education shall include one institution of higher
3 education under the control of the state board of regents and
4 one accredited private institution as defined in section 261.9.

5 2. The teach Iowa student teaching pilot project shall
6 provide students in teacher preparation programs with a
7 one-year student teaching experience. A student teaching
8 experience provided under the pilot project must include all
9 of the following requirements:

10 a. A participating institution of higher education
11 shall work with one or more school districts individually
12 or collaboratively to place groups of students in a
13 student teaching experience for an entire academic year. A
14 participating institution of higher education shall take into
15 consideration geographic diversity in the selection of school
16 districts for participation in the pilot project.

17 b. A participating institution of higher education shall
18 supervise the student teachers in the classroom and shall
19 provide the students with weekly on-site instruction in
20 pedagogy in the participating school districts.

21 3. The state board shall adopt rules pursuant to chapter 17A
22 to administer this section.

23 Sec. 6. Section 261.2, subsection 8, Code 2013, is amended
24 to read as follows:

25 8. Submit by January 15 annually a report to the general
26 assembly which provides, by program, the number of individuals
27 who received loan forgiveness in the previous fiscal year, the
28 amount paid to individuals under sections 261.23~~7~~ and 261.73,
29 and ~~261.112~~, and the institutions from which individuals
30 graduated, and that includes any proposed statutory changes and
31 the commission's findings and recommendations.

32 Sec. 7. DEPARTMENT OF EDUCATION — TEACH IOWA FY
33 2013-2014. There is appropriated from the general fund of
34 the state to the department of education for the fiscal year
35 beginning July 1, 2013, and ending June 30, 2014, the following

1 amounts, or so much thereof as is necessary, to be used for the
2 purposes designated:

3 1. TEACH IOWA MARKETING AND PUBLIC OUTREACH INITIATIVE

4 For purposes of developing and implementing the teach Iowa
5 marketing and public outreach initiative pursuant to section
6 256.95, if enacted, and for not more than the following
7 full-time equivalent positions:

8 \$ 1,000,000
9 FTEs 3.00

10 2. TEACH IOWA STUDENT TEACHING PILOT PROJECT

11 For purposes of developing and implementing the teach Iowa
12 student teaching pilot project pursuant to section 256.98,
13 if enacted, and for not more than the following full-time
14 equivalent positions:

15 \$ 2,000,000
16 FTEs 2.00

17 Sec. 8. DEPARTMENT OF EDUCATION — TEACH IOWA FY
18 2014-2015. There is appropriated from the general fund of
19 the state to the department of education for the fiscal year
20 beginning July 1, 2014, and ending June 30, 2015, the following
21 amounts, or so much thereof as is necessary, to be used for the
22 purposes designated:

23 1. TEACH IOWA MARKETING AND PUBLIC OUTREACH INITIATIVE

24 For purposes of developing and implementing the teach Iowa
25 marketing and public outreach initiative pursuant to section
26 256.95, if enacted, and for not more than the following
27 full-time equivalent positions:

28 \$ 1,000,000
29 FTEs 3.00

30 2. TEACH IOWA STUDENT TEACHING PILOT PROJECT

31 For purposes of developing and implementing the teach Iowa
32 student teaching pilot project pursuant to section 256.98,
33 if enacted, and for not more than the following full-time
34 equivalent positions:

35 \$ 2,000,000

1 FTEs 2.00

2 Sec. 9. REPEAL. Section 261.112, Code 2013, is repealed.

3 Sec. 10. TRANSITION FUNDING PROVISIONS. On July 1, 2014,
4 any unobligated and unencumbered moneys in the teacher shortage
5 loan forgiveness repayment fund shall revert to the general
6 fund of the state. Any remaining obligations of the teacher
7 shortage loan forgiveness program continuing on or after July
8 1, 2014, shall be met with moneys in the teach Iowa scholar
9 fund established by section 256.97, subsection 5.

10 Sec. 11. EFFECTIVE DATE. The following provisions of this
11 division of this Act take effect July 1, 2014:

12 1. The section of this division of this Act amending section
13 261.2.

14 2. The section of this division of this Act repealing
15 section 261.112.

16 DIVISION III

17 ASSESSMENTS — IOWA PROMISE DIPLOMA SEAL PROGRAM

18 Sec. 12. Section 256.7, subsection 21, paragraph b, Code
19 2013, is amended to read as follows:

20 b. A set of core academic indicators in mathematics and
21 reading in grades four, eight, and eleven, a set of core
22 academic indicators in science in grades eight and eleven, and
23 another set of core indicators that includes but is not limited
24 to graduation rate, postsecondary education, and successful
25 employment in Iowa. Annually, the department shall report
26 state data for each indicator in the condition of education
27 report. Rules adopted pursuant to this subsection shall
28 specify that the approved district-wide assessment of student
29 progress administered for purposes of this paragraph shall be
30 the assessment utilized by school districts statewide in the
31 school year beginning July 1, 2011, or a successor assessment
32 administered by the same assessment provider. The state board
33 may submit to the general assembly recommendations the state
34 board deems appropriate for modifications of assessments of
35 student progress administered for purposes of this paragraph.

1 Sec. 13. NEW SECTION. 256.27 Iowa promise diploma seal
2 program and council.

3 1. An Iowa promise diploma seal program is established
4 within the department. The program shall be designed by
5 the director to accomplish the following objectives when
6 implemented by school districts pursuant to section 279.54:

7 *a.* To define college- and career-ready performance
8 expectations that are aligned to national and international
9 college- and career-ready standards.

10 *b.* To compel stronger alignment of curriculum, instruction,
11 and assessment with the knowledge, skills, and abilities most
12 predictive of student success in secondary and postsecondary
13 education programs, and in careers.

14 *c.* To identify students who upon graduation from high school
15 demonstrate specific competencies aligned with college and
16 career readiness.

17 *d.* To validate that students have met specific expectations
18 and demonstrated essential competencies or skills identified
19 by the department as important across a range of education and
20 career opportunities.

21 *e.* To recognize students by awarding a diploma seal
22 associated with specific subjects or areas of accomplishment.

23 *f.* (1) To encourage institutions of higher education
24 governed by the state board of regents and accredited private
25 institutions as defined in section 261.9 to grant automatic
26 admission to applicants awarded a diploma seal for meeting
27 college-readiness standards. The diploma seal shall not
28 replace the admissions index used by the institutions of higher
29 education governed by the state board of regents, or the
30 admissions requirements of accredited private institutions, but
31 the diploma seal may be used as an alternative assessment of
32 whether an applicant meets the institution's requirements for
33 admission.

34 (2) To encourage community colleges to exempt students
35 awarded a diploma seal by meeting college- or career-readiness

1 standards from additional placement or readiness testing.

2 *g.* To encourage business and industry to establish hiring
3 preferences to students awarded a diploma seal.

4 2. The Iowa promise diploma seal program council is
5 created within the department to regularly advise and make
6 recommendations to the director and the state board on the
7 operation of the Iowa promise diploma seal program. The
8 governor shall appoint the council's members.

9 *a.* The council shall submit its findings and recommendations
10 periodically and at least annually in a report to the governor,
11 the director, and the state board. The council shall do the
12 following:

13 (1) Recommend specific academic or skill areas for which
14 an Iowa promise diploma seal may be awarded, including but not
15 limited to seals related to college-readiness, specialized
16 academic pathways, and specialized career and technical
17 pathways including fields related to science, technology,
18 engineering, and mathematics.

19 (2) Recommend standards for Iowa promise diploma seals
20 that reflect the high quality of work a student must complete
21 throughout a significant portion of the student's secondary
22 education, and not merely during a single year.

23 (3) Recommend specific requirements and criteria for
24 awarding an Iowa promise diploma seal in each subject or area
25 of accomplishment. The requirements shall include but not be
26 limited to the demonstration of competencies in both content
27 and universal constructs through the following:

28 (a) A core course of study.

29 (b) A specialized course of study related to each area for
30 which an Iowa promise diploma seal may be awarded.

31 (c) Multiple assessments and demonstrations of competency
32 in a variety of formats including but not limited to at least
33 one standardized measure of college readiness and the national
34 career readiness certificate.

35 (d) A capstone project portfolio demonstrating academic and

1 nonacademic skills and abilities associated with postsecondary
2 academic success. The recommendation shall include the content
3 areas in which a capstone project may be completed and an
4 optional capstone project focusing on entrepreneurship or
5 entrepreneurial education.

6 (4) Recommend, as necessary, adjustments to types or
7 categories of Iowa promise diploma seals available for award
8 based on criteria to be determined by the state board.

9 (5) Recommend a tiered implementation schedule that begins
10 July 1, 2014, has a goal of making some Iowa promise diploma
11 seals available for award to the 2015 graduating class, and
12 results in full implementation of the program by July 1, 2017.

13 (6) Recommend a strategy to meet the objective established
14 in subsection 1, paragraph "f".

15 (7) Recommend a strategy to encourage participating Iowa
16 businesses and industries to establish hiring preferences to
17 an applicant who was awarded an Iowa promise diploma seal,
18 including but not limited to a diploma seal that requires
19 attainment of a national career readiness certificate and other
20 readiness criteria.

21 *b.* The council shall be comprised of at least twenty
22 voting members representing the elementary and secondary
23 education community, the postsecondary education community,
24 small business employers, medium-size business employers, large
25 business employers, local government, state government, and
26 economic development entities. Members shall be appointed
27 to reflect a balance between educators and noneducators. In
28 selecting individuals for appointment to the council, the
29 governor shall seek nominations from the following entities:

30 (1) The Iowa business council.

31 (2) The Iowa association of business and industry.

32 (3) The Iowa chamber alliance.

33 (4) The professional developers of Iowa.

34 (5) The department of workforce development.

35 (6) The economic development authority.

- 1 (7) An association representing individuals providing Iowa
2 career and technical education.
- 3 (8) An association comprised of Iowa school counselors.
- 4 (9) A statewide organization representing Iowa
5 municipalities.
- 6 (10) The Iowa council of governments.
- 7 (11) The state board of regents, which shall submit
8 nominations for at least three prospective members.
- 9 (12) An association representing accredited private
10 institutions as defined in section 261.9.
- 11 (13) A statewide association representing Iowa's community
12 college presidents.
- 13 (14) A statewide association representing Iowa school
14 administrators licensed under chapter 272.
- 15 (15) A statewide association representing the boards of
16 directors of Iowa school districts.
- 17 (16) A statewide association representing Iowa's accredited
18 nonpublic schools.
- 19 (17) A statewide organization made up of the Iowa school
20 districts with the largest enrollments.
- 21 (18) A statewide organization representing teachers
22 licensed under chapter 272.
- 23 *c.* Four members of the general assembly shall serve as ex
24 officio, nonvoting members of the council, with one member to
25 be appointed by each of the following: the majority leader of
26 the senate, the minority leader of the senate, the speaker of
27 the house of representatives, and the minority leader of the
28 house of representatives. A legislative member serves for a
29 term as provided in section 69.16B and is eligible for per diem
30 and expenses as provided in section 2.10.
- 31 3. The state board shall adopt, and may amend, standards,
32 requirements, and criteria for awarding an Iowa promise diploma
33 seal, which shall be made available to school districts and
34 participating accredited nonpublic schools not later than July
35 1, 2014.

1 4. By June 1, 2014, the state board shall adopt rules
2 pursuant to chapter 17A for the administration of this section,
3 including but not limited to rules establishing the minimum
4 components of the Iowa promise diploma seal program that
5 are part of the educational standards under section 256.11,
6 subsection 5.

7 5. The authorities in charge of an accredited nonpublic
8 school may elect to participate in the Iowa promise diploma
9 seal program, and may offer students enrolled in the school the
10 opportunity to participate in the program.

11 Sec. 14. NEW SECTION. **279.54 Iowa promise diploma seal**
12 **program implementation.**

13 Beginning July 1, 2014, the board of directors of each school
14 district shall implement, as part of its high school graduation
15 requirements, the Iowa promise diploma seal program established
16 in section 256.27; and beginning with the graduating class
17 of 2015, shall make Iowa promise diploma seals available to
18 graduating high school students who qualify under rules adopted
19 by the state board of education pursuant to section 256.27.
20 Participation in the program by students is voluntary and shall
21 not be compelled as a condition of graduation or for receiving
22 a diploma from the school district.

23 Sec. 15. DEPARTMENT OF EDUCATION — IOWA PROMISE DIPLOMA
24 SEAL PROGRAM. There is appropriated from the general fund of
25 the state to the department of education for the following
26 fiscal years the following amounts, or so much thereof as is
27 necessary, to be used for the purposes designated:

28 For purposes of developing and implementing the Iowa promise
29 diploma seal program pursuant to section 256.27, if enacted,
30 and for purposes of providing, at the department's expense,
31 Iowa high school students with the option of taking either a
32 college entrance examination or a workforce readiness test,
33 and other assessments related to college readiness, career
34 readiness, and universal constructs:

35 FY 2013-2014..... \$ 4,000,000

1 FY 2014-2015..... \$ 4,000,000

2 Of the moneys appropriated for purposes of this section, up
3 to \$350,000 may be used in each fiscal year by the department
4 for administrative purposes and for not more than three
5 full-time equivalent positions.

6 DIVISION IV

7 TEACHER AND ADMINISTRATOR DEVELOPMENT SYSTEM

8 Sec. 16. Section 256.7, Code 2013, is amended by adding the
9 following new subsection:

10 NEW SUBSECTION. 33. Adopt rules establishing a statewide
11 system of evaluation and performance review requirements for
12 teachers and a statewide system of evaluation requirements for
13 administrators. The systems shall align with Iowa teaching
14 standards or the Iowa standards for school administrators, as
15 appropriate, and shall use clear and concise evaluation and
16 performance review criteria and descriptors; provide for a fair
17 and balanced use of student outcome measures; include a tiered
18 evaluation or performance review system that differentiates at
19 least three levels of teacher performance; and be applicable to
20 all teachers and school administrators, as appropriate, in a
21 charter school, school district, or area education agency.

22 Sec. 17. Section 256.9, subsections 46 and 51, Code 2013,
23 are amended to read as follows:

24 46. a. Develop core knowledge and skill criteria, based
25 upon the Iowa teaching standards, for the evaluation, the
26 advancement, and for teacher career development purposes
27 pursuant to chapter 284. The criteria shall further define the
28 characteristics of quality teaching as established by the Iowa
29 teaching standards. This paragraph is repealed July 1, 2015.

30 b. ~~The director~~ Develop, in consultation with the board
31 of educational examiners, ~~shall also develop~~ a transition
32 plan for implementation of the career development standards
33 developed pursuant to section 256.7, subsection 25, with regard
34 to licensure renewal requirements. The plan shall include a
35 requirement that practitioners be allowed credit for career

1 development completed prior to implementation of the career
2 development standards developed pursuant to section 256.7,
3 subsection 25.

4 51. Develop, and periodically review and revise as
5 necessary, Iowa standards for school administrators, including
6 knowledge and skill criteria, and develop, based on the
7 Iowa standards for administrators, mentoring and induction,
8 evaluation processes, and professional development plans
9 pursuant to chapter 284A. The criteria shall further define
10 the characteristics of quality administrators as established by
11 the Iowa standards for school administrators.

12 Sec. 18. Section 256.9, Code 2013, is amended by adding the
13 following new subsection:

14 NEW SUBSECTION. 63. Do all of the following by July 1,
15 2015, in order to develop and implement an Iowa educator
16 development system:

17 a. (1) Develop for implementation by July 1, 2015,
18 Iowa teaching standards designed specifically for purposes
19 of chapters 279 and 284. The standards shall align with
20 nationally accepted teaching standards. The director shall
21 review and may revise the Iowa teaching standards as necessary.
22 Based upon the standards developed pursuant to this paragraph,
23 the director shall develop core knowledge and skill criteria
24 for the evaluation and advancement of teachers, and for teacher
25 career development purposes pursuant to chapter 284. The
26 criteria shall further define the characteristics of quality
27 teaching as established by the Iowa teaching standards.

28 (2) The Iowa teaching standards developed pursuant to
29 subparagraph (1) shall be based on significant input from the
30 council on educator development established and convened by the
31 director. This subparagraph is repealed July 1, 2015.

32 b. Develop and implement Iowa standards for school
33 administrators designed specifically for purposes of chapters
34 272 and 284A. The standards shall be based on significant
35 input from Iowa administrators and align with nationally

1 accepted school administrator standards.

2 *c.* Review and, where necessary, revise the standards and
3 requirements for the evaluator training program established
4 pursuant to section 284.10.

5 *d.* Develop and implement a coaching and support system for
6 teachers aligned with the Iowa teacher career paths, leadership
7 roles, and compensation framework established pursuant to
8 section 284.15, if enacted.

9 *e.* Develop and implement a coaching and support system
10 for administrators aligned with the beginning administrator
11 mentoring and induction program created pursuant to section
12 284A.5.

13 Sec. 19. Section 272.9A, subsection 1, Code 2013, is amended
14 to read as follows:

15 1. ~~Beginning July 1, 2007, requirements~~ Requirements for
16 administrator licensure beyond an initial license shall include
17 completion of a beginning administrator mentoring and induction
18 program and demonstration of competence on the ~~administrator~~
19 Iowa standards for school administrators adopted pursuant to
20 section ~~284A.3~~ 256.7, subsection 27.

21 Sec. 20. Section 279.14, subsection 1, Code 2013, is amended
22 to read as follows:

23 1. The board shall establish written evaluation criteria
24 and shall establish and annually implement evaluation
25 procedures. The evaluation criteria and procedures shall be
26 consistent with the statewide system of performance review
27 requirements established by the state board pursuant to section
28 256.7, subsection 33, and the provisions of chapter 284. If
29 an exclusive bargaining representative has been certified, the
30 board shall negotiate in good faith with respect to evaluation
31 procedures pursuant to chapter 20.

32 Sec. 21. Section 279.23A, Code 2013, is amended to read as
33 follows:

34 **279.23A Evaluation criteria and procedures.**

35 The board shall establish written evaluation criteria and

1 shall establish and annually implement evaluation procedures.
2 The evaluation criteria and procedures shall be consistent
3 with the statewide system of evaluation requirements for
4 administrators established by the state board pursuant to
5 section 256.7, subsection 33, and with the provisions of
6 chapter 284A. The board shall also establish written job
7 descriptions for all supervisory positions.

8 Sec. 22. Section 284.3, Code 2013, is amended to read as
9 follows:

10 **284.3 Iowa teaching standards.**

11 1. a. For purposes of this chapter and for developing
12 teacher evaluation criteria under chapter 279, the Iowa
13 teaching standards are as follows:

14 ~~a.~~ (1) Demonstrates ability to enhance academic performance
15 and support for and implementation of the school district's
16 student achievement goals.

17 ~~b.~~ (2) Demonstrates competence in content knowledge
18 appropriate to the teaching position.

19 ~~c.~~ (3) Demonstrates competence in planning and preparing
20 for instruction.

21 ~~d.~~ (4) Uses strategies to deliver instruction that meets
22 the multiple learning needs of students.

23 ~~e.~~ (5) Uses a variety of methods to monitor student
24 learning.

25 ~~f.~~ (6) Demonstrates competence in classroom management.

26 ~~g.~~ (7) Engages in professional growth.

27 ~~h.~~ (8) Fulfills professional responsibilities established
28 by the school district.

29 b. This subsection is repealed July 1, 2015.

30 2. A school board shall provide for the following:

31 a. For purposes of comprehensive evaluations for beginning
32 teachers required to allow beginning teachers to progress to
33 career teachers, standards and criteria that are the Iowa
34 teaching standards specified in subsection 1 and the criteria
35 for the Iowa teaching standards developed by the ~~department in~~

1 ~~accordance with section 256.9, subsection 46~~ director. These
2 standards and criteria shall be set forth in an instrument
3 provided by the department. The comprehensive evaluation
4 and instrument are not subject to negotiations or grievance
5 procedures pursuant to chapter 20 or determinations made by the
6 board of directors under section 279.14. A local school board
7 and its certified bargaining representative may negotiate,
8 pursuant to chapter 20, evaluation and grievance procedures for
9 beginning teachers that are not in conflict with this chapter.

10 If, in accordance with section 279.19, a beginning teacher
11 appeals the determination of a school board to an adjudicator
12 under section 279.17, the adjudicator selected shall have
13 successfully completed training related to the Iowa teacher
14 standards, the criteria adopted by the state board of education
15 in accordance with subsection 3, and any additional training
16 required under rules adopted by the public employment relations
17 board in cooperation with the state board of education.

18 *b.* For purposes of performance reviews for teachers other
19 than beginning teachers, evaluations that contain, at a
20 minimum, the Iowa teaching standards ~~specified in subsection~~
21 ~~1~~, as well as the criteria for the Iowa teaching standards
22 developed by the ~~department in accordance with section 256.9,~~
23 ~~subsection 46~~ director. A local school board and its certified
24 bargaining representative may negotiate, pursuant to chapter
25 20, additional teaching standards and criteria. A local
26 school board and its certified bargaining representative shall
27 negotiate, pursuant to chapter 20, evaluation and grievance
28 procedures for teachers other than beginning teachers that are
29 not in conflict with this chapter.

30 3. The state board shall adopt by rule pursuant to chapter
31 17A the criteria developed by the ~~department in accordance with~~
32 ~~section 256.9, subsection 46~~ director.

33 Sec. 23. Section 284.8, subsection 2, Code 2013, is amended
34 to read as follows:

35 2. If a supervisor or an evaluator determines, at any

1 time, as a result of a teacher's performance that the teacher
 2 is not meeting district expectations under the Iowa teaching
 3 standards ~~specified in section 284.3, subsection 1, paragraphs~~
 4 ~~"a" through "h",~~ the criteria for the Iowa teaching standards
 5 developed by the ~~department in accordance with section 256.9,~~
 6 ~~subsection 46~~ director, and any other standards or criteria
 7 established in the collective bargaining agreement, the
 8 evaluator shall, at the direction of the teacher's supervisor,
 9 recommend to the district that the teacher participate in an
 10 intensive assistance program. The intensive assistance program
 11 and its implementation are subject to negotiation and grievance
 12 procedures established pursuant to chapter 20. All school
 13 districts shall be prepared to offer an intensive assistance
 14 program.

15 Sec. 24. Section 284A.2, subsection 3, Code 2013, is amended
 16 to read as follows:

17 3. "*Comprehensive evaluation*" means a summative evaluation
 18 of a beginning administrator conducted by an evaluator
 19 in accordance with section ~~284A.3~~ 284A.4 for purposes of
 20 determining a beginning administrator's level of competency
 21 for recommendation for licensure based on the Iowa standards
 22 for school administrators adopted pursuant to section 256.7,
 23 subsection 27.

24 Sec. 25. Section 284A.3, Code 2013, is amended to read as
 25 follows:

26 **284A.3 Iowa standards for school ~~administrators~~ administrator**
 27 **evaluations.**

28 By July 1, 2008, each school board shall provide for
 29 evaluations for administrators under individual professional
 30 development plans developed in accordance with section 279.23A,
 31 and the Iowa standards for school administrators and related
 32 criteria adopted by the state board in accordance with section
 33 256.7, subsection 27. A local school board may establish
 34 additional administrator standards and related criteria. This
 35 section is repealed July 1, 2015.

1 Sec. 26. COUNCIL ON EDUCATOR DEVELOPMENT ESTABLISHED.

2 1. The director of the department of education shall
3 establish and convene a council on educator development
4 to review the current teacher and administrator evaluation
5 requirements and the teacher performance review requirements,
6 and to make recommendations to the director regarding
7 improvement to the evaluation and performance review
8 requirements for teachers and to the evaluation requirements
9 for administrators.

10 2. The council shall make recommendations to the director
11 concerning development of the following:

12 a. A holistic vision of teacher and administrator
13 development and dissemination of this vision to schools, school
14 districts, and area education agencies.

15 b. Methods designed to foster a culture of continuous
16 learning and improvement within schools, school districts,
17 and area education agencies with differentiated supports for
18 educators.

19 c. Iowa teaching standards and the administrator standards
20 for school administrators.

21 d. Performance review for teachers and evaluation criteria
22 for teachers and administrators.

23 e. A method for establishing a fair and balanced use of
24 student outcome measures.

25 f. A means to differentiate levels of teacher performance.

26 3. The council shall be comprised of at least seventeen
27 voting members appointed by the director as follows:

28 a. Eight members representing education stakeholders; four
29 of whom shall be practitioners knowledgeable about the Iowa
30 core curriculum, and four of whom shall be knowledgeable about
31 current education research and practice in educator quality.

32 b. One member representing the department of education, who
33 shall serve as chairperson of the council.

34 c. One member representing the area education agencies.

35 d. One member representing a certified employee

1 organization representing teachers licensed under chapter 272.
2 e. One member representing a statewide organization
3 representing school administrators licensed under chapter 272.
4 f. One member representing rural school districts selected
5 by a statewide organization representing the boards of
6 directors of school districts.
7 g. One member representing an organization made up of Iowa
8 school districts with the largest student enrollments.
9 h. One member representing Iowa's approved teacher
10 preparation programs.
11 i. One member representing Iowa's approved administrator
12 preparation programs.
13 j. One member representing parents of Iowa elementary or
14 secondary students.
15 k. Other education stakeholders as determined by the
16 director.
17 4. Four members of the general assembly shall serve as ex
18 officio, nonvoting members of the council, with one member to
19 be appointed by each of the following: the majority leader of
20 the senate, the minority leader of the senate, the speaker of
21 the house of representatives, and the minority leader of the
22 house of representatives.
23 5. The council shall submit its findings and
24 recommendations to the state board of education, the governor,
25 and the general assembly by January 1, 2015.
26 6. The director shall consider the findings and
27 recommendations of the council to revise evaluator training in
28 accordance with section 256.9, subsection 63; and to develop
29 a statewide system of performance review requirements for
30 teachers and a statewide system of evaluation requirements for
31 administrators which the director shall submit to the state
32 board of education for approval.
33 Sec. 27. DEPARTMENT OF EDUCATION — EDUCATOR DEVELOPMENT
34 SYSTEM. There is appropriated from the general fund of the
35 state to the department of education for the fiscal period

1 beginning July 1, 2013, and ending June 30, 2015, the following
2 amounts, or so much thereof as is necessary, to be used for the
3 purposes designated:

4 For purposes of developing and implementing an Iowa educator
5 development system pursuant to section 256.9, subsection 63,
6 if enacted, and establishing a council on educator development
7 pursuant to this Act:

8 FY 2013-2014.....	\$ 500,000
9 FY 2014-2015.....	\$ 3,500,000

10 Of the moneys appropriated each fiscal year for purposes of
11 this section, up to \$300,000 may be used by the department for
12 administrative purposes and for not more than three full-time
13 equivalent positions.

14 DIVISION V

15 IOWA TEACHER CAREER AND COMPENSATION MATTERS

16 Sec. 28. Section 257.1, subsection 2, paragraph b, Code
17 2013, is amended to read as follows:

18 b. For the budget year commencing July 1, 1999, and for each
19 succeeding budget year the regular program foundation base per
20 pupil is eighty-seven and five-tenths percent of the regular
21 program state cost per pupil. For the budget year commencing
22 July 1, 1991, and for each succeeding budget year the special
23 education support services foundation base is seventy-nine
24 percent of the special education support services state cost
25 per pupil. The combined foundation base is the sum of the
26 regular program foundation base, the special education support
27 services foundation base, the total teacher salary supplement
28 district cost, the total professional development supplement
29 district cost, the total early intervention supplement district
30 cost, the total teacher leadership supplement district cost,
31 the total area education agency teacher salary supplement
32 district cost, and the total area education agency professional
33 development supplement district cost.

34 Sec. 29. Section 257.1, subsection 3, Code 2013, is amended
35 to read as follows:

1 3. *Computations rounded.* In making computations and
2 payments under this chapter, except in the case of computations
3 relating to funding of special education support services,
4 media services, and educational services provided through the
5 area education agencies, and the teacher salary supplement, the
6 professional development supplement, ~~and~~ the early intervention
7 supplement, and the teacher leadership supplement, the
8 department of management shall round amounts to the nearest
9 whole dollar.

10 Sec. 30. Section 257.4, subsection 1, paragraph a, Code
11 2013, is amended by adding the following new subparagraph:

12 NEW SUBPARAGRAPH. (8) The total teacher leadership
13 supplement district cost.

14 Sec. 31. Section 257.8, subsection 2, Code 2013, is amended
15 to read as follows:

16 2. *Categorical state percent of growth.* The categorical
17 state percent of growth for the budget year beginning July 1,
18 2010, is two percent. The categorical state percent of growth
19 for the budget year beginning July 1, 2012, is two percent.
20 The categorical state percent of growth for each budget year
21 shall be established by statute which shall be enacted within
22 thirty days of the submission in the year preceding the
23 base year of the governor's budget under section 8.21. The
24 establishment of the categorical state percent of growth for a
25 budget year shall be the only subject matter of the bill which
26 enacts the categorical state percent of growth for a budget
27 year. The categorical state percent of growth may include
28 state percents of growth for the teacher salary supplement, the
29 professional development supplement, ~~and~~ the early intervention
30 supplement, and the teacher leadership supplement.

31 Sec. 32. Section 257.9, Code 2013, is amended by adding the
32 following new subsection:

33 NEW SUBSECTION. 11. *Teacher leadership supplement state cost*
34 *per pupil.* The teacher leadership supplement state cost per
35 pupil amount for the budget year beginning July 1, 2014, shall

1 be calculated by the department of management by dividing the
 2 allocation amount for the budget year beginning July 1, 2014,
 3 in section 284.13, subsection 1, paragraph "0e", subparagraph
 4 (5), by one-third of the statewide total budget enrollment for
 5 the fiscal year beginning July 1, 2014. The teacher leadership
 6 supplement state cost per pupil for the budget year beginning
 7 July 1, 2015, and succeeding budget years, shall be the teacher
 8 leadership supplement state cost per pupil for the base year
 9 plus an allowable growth amount that is equal to the teacher
 10 leadership supplement categorical state percent of growth,
 11 pursuant to section 257.8, subsection 2, for the budget year,
 12 multiplied by the teacher leadership supplement state cost per
 13 pupil for the base year.

14 Sec. 33. Section 257.10, subsection 8, paragraph a, Code
 15 2013, is amended to read as follows:

16 a. Combined district cost is the sum of the regular program
 17 district cost per pupil multiplied by the weighted enrollment,
 18 the special education support services district cost, the total
 19 teacher salary supplement district cost, the total professional
 20 development supplement district cost, ~~and~~ the total early
 21 intervention supplement district cost, and the total teacher
 22 leadership supplement district cost, plus the sum of the
 23 additional district cost allocated to the district to fund
 24 media services and educational services provided through the
 25 area education agency, the area education agency total teacher
 26 salary supplement district cost and the area education agency
 27 total professional development supplement district cost.

28 Sec. 34. Section 257.10, Code 2013, is amended by adding the
 29 following new subsection:

30 NEW SUBSECTION. 12. *Teacher leadership supplement cost per*
 31 *pupil and district cost.*

32 a. The teacher leadership supplement district cost per
 33 pupil amount for the budget year beginning July 1, 2014, shall
 34 be calculated by the department of management by dividing the
 35 allocation amount for the budget year beginning July 1, 2014,

1 in section 284.13, subsection 1, paragraph "de", subparagraph
2 (5), by one-third of the statewide total budget enrollment
3 for the fiscal year beginning July 1, 2014. For the budget
4 year beginning July 1, 2015, and succeeding budget years, the
5 teacher leadership supplement district cost per pupil for each
6 school district for a budget year is the teacher leadership
7 supplement program district cost per pupil for the base year
8 plus the teacher leadership supplement state allowable growth
9 amount for the budget year.

10 **b.** For the budget year beginning July 1, 2015, and
11 succeeding budget years, if the department of management
12 determines that the unadjusted teacher leadership supplement
13 district cost of a school district for a budget year is less
14 than one hundred percent of the unadjusted teacher leadership
15 supplement district cost for the base year for the school
16 district, the school district shall receive a budget adjustment
17 for that budget year equal to the difference.

18 **c.** (1) The unadjusted teacher leadership supplement
19 district cost is the teacher leadership supplement district
20 cost per pupil for each school district for a budget year
21 multiplied by the budget enrollment for that school district.

22 (2) The total teacher leadership supplement district cost
23 is the sum of the unadjusted teacher leadership supplement
24 district cost plus the budget adjustment for that budget year.

25 **d.** For the budget year beginning July 1, 2014, and
26 succeeding budget years, the use of the funds calculated under
27 this subsection shall comply with the requirements of chapter
28 284 and shall be distributed to teachers pursuant to section
29 284.15.

30 Sec. 35. Section 257.16, subsection 4, Code 2013, is amended
31 to read as follows:

32 4. Notwithstanding any provision to the contrary, if
33 the governor orders budget reductions in accordance with
34 section 8.31, the teacher salary supplement district cost,
35 the professional development supplement district cost, and

1 the early intervention supplement district cost, and the
2 teacher leadership supplement district cost as calculated
3 under section 257.10, subsections 9, 10, ~~and 11,~~ and 12, and
4 the area education agency teacher salary supplement district
5 cost and the area education agency professional development
6 supplement district cost as calculated under section 257.37A,
7 subsections 1 and 2, shall be paid in full as calculated and
8 the reductions in the appropriations provided in accordance
9 with this section shall be reduced from the remaining moneys
10 appropriated pursuant to this section and shall be distributed
11 on a per pupil basis calculated with the weighted enrollment
12 determined in accordance with section 257.6, subsection 5.

13 Sec. 36. Section 284.2, subsections 1, 7, and 8, Code 2013,
14 are amended to read as follows:

15 1. "*Beginning teacher*" means an individual serving under an
16 initial or intern license, ~~issued by the board of educational~~
17 ~~examiners~~ under chapter 272, who is assuming a position as a
18 teacher. "Beginning teacher" includes an individual who is
19 an initial teacher. For purposes of the beginning teacher
20 mentoring and induction program created pursuant to section
21 284.5, "*beginning teacher*" also includes preschool teachers
22 who are licensed ~~by the board of educational examiners~~ under
23 chapter 272 and are employed by a school district or area
24 education agency. "*Beginning teacher*" does not include a
25 teacher whose employment with a school district or area
26 education agency is probationary unless the teacher is serving
27 under an initial or teacher intern license ~~issued by the board~~
28 ~~of educational examiners~~ under chapter 272.

29 7. "*Mentor*" means an individual employed by a school
30 district or area education agency as a teacher or a retired
31 teacher who holds a valid license issued under chapter
32 272. The individual must have a record of ~~four~~ two years
33 of successful teaching practice, must be employed on a
34 nonprobationary basis, and must demonstrate professional
35 commitment to both the improvement of teaching and learning and

1 the development of beginning teachers.

2 8. "*Performance review*" means a summative evaluation of
3 a teacher other than a beginning teacher and that is used
4 to determine whether the teacher's practice meets school
5 district expectations and the Iowa teaching standards, ~~and to~~
6 ~~determine whether the teacher's practice meets school district~~
7 ~~expectations for career advancement~~ in accordance with section
8 ~~284.7~~ 284.8.

9 Sec. 37. Section 284.3, subsection 2, paragraph a, Code
10 2013, is amended to read as follows:

11 a. For purposes of comprehensive evaluations ~~for~~, standards
12 and criteria which measure a beginning teachers required to
13 allow beginning teachers to progress to career teachers,
14 standards and criteria that are teacher's performance against
15 the Iowa teaching standards specified in subsection 1, and
16 the criteria for the Iowa teaching standards developed by the
17 department in accordance with section 256.9, ~~subsection 46 to~~
18 determine whether the teacher's practice meets the requirements
19 specified for a career teacher. These standards and criteria
20 shall be set forth in an instrument provided by the department.
21 The comprehensive evaluation and instrument are not subject to
22 negotiations or grievance procedures pursuant to chapter 20 or
23 determinations made by the board of directors under section
24 279.14. A local school board and its certified bargaining
25 representative may negotiate, pursuant to chapter 20,
26 evaluation and grievance procedures for beginning teachers that
27 are not in conflict with this chapter. If, in accordance with
28 section 279.19, a beginning teacher appeals the determination
29 of a school board to an adjudicator under section 279.17, the
30 adjudicator selected shall have successfully completed training
31 related to the Iowa teacher standards, the criteria adopted by
32 the state board ~~of education~~ in accordance with subsection 3,
33 and any additional training required under rules adopted by the
34 public employment relations board in cooperation with the state
35 board ~~of education~~.

1 Sec. 38. Section 284.3A, subsection 2, paragraph a, Code
2 2013, is amended to read as follows:

3 a. For the school budget year beginning July 1, 2010,
4 and each succeeding school year, school districts and area
5 education agencies shall combine payments made to teachers
6 under sections 257.10 and 257.37A with regular wages to
7 create a combined salary. The teacher contract issued under
8 section 279.13 must include the combined salary. If a school
9 district or area education agency uses a salary schedule, a
10 combined salary schedule shall be used for regular wages and
11 for distribution of payments under sections 257.10 and 257.37A,
12 incorporating the salary minimums required in section 284.7
13 or 284.15. The combined salary schedule must use only the
14 combined salary and cannot differentiate regular salaries and
15 distribution of payments under sections 257.10 and 257.37A.

16 Sec. 39. Section 284.5, subsection 2, Code 2013, is amended
17 by striking the subsection.

18 Sec. 40. Section 284.5, subsection 4, Code 2013, is amended
19 to read as follows:

20 4. Each school district and area education agency shall
21 ~~develop an initial beginning teacher mentoring and induction~~
22 a plan for the program. A school district shall include its
23 plan in the school district's comprehensive school improvement
24 plan submitted pursuant to section 256.7, subsection 21. The
25 ~~beginning teacher mentoring and induction~~ plan shall, at a
26 minimum, provide for a two-year sequence of induction program
27 content and activities to support the Iowa teaching standards
28 and beginning teacher professional and personal needs; mentor
29 training that includes, at a minimum, skills of classroom
30 demonstration and coaching, and district expectations for
31 beginning teacher competence on Iowa teaching standards;
32 placement of mentors and beginning teachers; the process for
33 dissolving mentor and beginning teacher partnerships; district
34 organizational support for release time for mentors and
35 beginning teachers to plan, provide demonstration of classroom

1 practices, observe teaching, and provide feedback; structure
2 for mentor selection and assignment of mentors to beginning
3 teachers; a district facilitator; and program evaluation.

4 Sec. 41. Section 284.6, subsections 6 and 8, Code 2013, are
5 amended to read as follows:

6 6. School districts, a consortium of school districts,
7 area education agencies, higher education institutions,
8 and other public or private entities including professional
9 associations may be approved by the state board to provide
10 teacher professional development. The professional development
11 program or offering shall, at minimum, meet the requirements
12 of subsection 1. ~~The state board shall adopt rules for the~~
13 ~~approval of professional development providers and standards~~
14 ~~for the district development plan.~~

15 8. For each year in which a school district receives funds
16 calculated and paid to school districts for professional
17 development pursuant to section 257.10, subsection 10, or
18 section 257.37A, subsection 2, the school district shall create
19 quality professional development opportunities. Not less than
20 thirty-six hours in the school calendar, held outside of the
21 minimum school day, shall be set aside during nonpreparation
22 time or designated professional development time to allow
23 practitioners to collaborate with each other to deliver
24 educational programs and assess student learning, or to engage
25 in peer review pursuant to section 284.8, subsection 1. ~~The~~
26 ~~goal for the use of the funds is to provide one additional~~
27 ~~contract day or the equivalent thereof for professional~~
28 ~~development, and~~ Priority for use of the funds is shall be
29 to implement the professional development provisions of the
30 teacher career paths and leadership roles specified in section
31 284.7 or 284.15, including but not limited to providing
32 professional development to teachers, including additional
33 salaries for time beyond the normal negotiated agreement; pay
34 for substitute teachers, professional development materials,
35 speakers, and professional development content; and costs

1 associated with implementing the individual professional
2 development plans. The use of the funds shall be balanced
3 between school district, attendance center, and individual
4 professional development plans, making every reasonable effort
5 to provide equal access to all teachers.

6 Sec. 42. Section 284.7, Code 2013, is amended by adding the
7 following new subsection:

8 NEW SUBSECTION. 6. This section is repealed July 1, 2016.

9 Sec. 43. Section 284.8, subsection 1, Code 2013, is amended
10 to read as follows:

11 1. A school district shall provide for an annual review of
12 each teacher's performance for purposes of assisting teachers
13 in making continuous improvement, documenting continued
14 competence in the Iowa teaching standards, or identifying
15 teachers in need of improvement, ~~or to determine whether the~~
16 ~~teacher's practice meets school district expectations for~~
17 ~~career advancement in accordance with section 284.7.~~ The
18 review shall include, at minimum, classroom observation of the
19 teacher, the teacher's progress, and implementation of the
20 teacher's individual professional development plan, subject
21 to the level of resources provided to implement the plan; and
22 shall include supporting documentation from parents, students,
23 and other teachers. The first and second year of review shall
24 be conducted by a peer group of teachers. The peer group shall
25 review all of the peer group members. Peer group reviews
26 shall be formative and shall be conducted on an informal,
27 collaborative basis that is focused on assisting each peer
28 group member in achieving the goals of the teacher's individual
29 professional development plan. Peer group reviews shall not
30 be the basis for recommending that a teacher participate in
31 an intensive assistance program, and shall not be used to
32 determine the compensation, promotion, layoff, or termination
33 of a teacher, or any other determination affecting a teacher's
34 employment status. However, as a result of a peer group
35 review, a teacher may elect to participate in an intensive

1 assistance program. Members of the peer group shall be
2 reviewed every third year by at least one evaluator certified
3 in accordance with section 284.10.

4 Sec. 44. Section 284.8, subsection 3, Code 2013, is amended
5 to read as follows:

6 3. a. If a teacher is denied advancement to the career
7 II or advanced teacher level based upon a performance review,
8 the teacher may appeal the decision to an adjudicator under
9 the process established under section 279.17. However, the
10 decision of the adjudicator is final.

11 b. This subsection is repealed July 1, 2016.

12 Sec. 45. Section 284.9, subsection 4, Code 2013, is amended
13 to read as follows:

14 4. A teacher who does not receive a recommendation from a
15 review panel may appeal that denial to an administrative law
16 judge located in the department of inspections and appeals.
17 The state shall not be liable for a teacher's attorney fees,
18 costs, or damages that may result from an appeal of a review
19 panel's decision. ~~The state board shall adopt rules to~~
20 ~~administer this section.~~

21 Sec. 46. Section 284.9, Code 2013, is amended by adding the
22 following new subsection:

23 NEW SUBSECTION. 5. This section is repealed July 1, 2016.

24 Sec. 47. NEW SECTION. 284.11 **State supplemental assistance**
25 **for teachers in high-need schools.**

26 1. *Findings and intent.* The general assembly finds that
27 Iowa school districts need to be more competitive in recruiting
28 and retaining talented teachers to teach in high-need schools.
29 Therefore, it is the intent of the general assembly to
30 encourage school districts to provide supplemental assistance
31 to teachers to teach in high-need schools. This section
32 provides for state assistance to allow school districts to
33 provide supplemental assistance to motivate teachers to teach
34 in high-need schools.

35 2. *Department's responsibilities.* The department shall do

1 the following:

2 *a.* Collect relevant data and establish a list of high-need
3 schools eligible for state supplemental assistance. The
4 department shall establish a process and criteria to determine
5 which schools are placed on the list and the department shall
6 revise the list annually. Criteria for the determination of
7 which high-need schools shall be placed on the list shall be
8 based upon factors that include but are not limited to the
9 socioeconomic status of the students enrolled in the school,
10 the percentage of the school's student body who are limited
11 English proficient students, student academic growth, certified
12 instructional staff attrition, and geographic balance. The
13 department may approve or disapprove requests for revision
14 of the list, which a school district submits pursuant to
15 subsection 3.

16 *b.* Develop a standardized process for distributing moneys
17 appropriated for supplemental assistance for teachers in
18 high-need schools under section 284.13, subsection 1, paragraph
19 "00e", to school districts. In determining the process
20 for distribution of such moneys, the department shall take
21 into consideration the amount of moneys appropriated for
22 supplemental assistance for teachers in high-need schools for
23 the given year and the minimal amount of moneys needed per
24 teacher to provide an incentive for a teacher to accept a
25 teaching position in a high-need school. A school district
26 receiving moneys pursuant to this section shall certify
27 annually to the department how the moneys distributed to the
28 school district pursuant to this section were used by the
29 school district.

30 *c.* Review the use and effectiveness of the funds distributed
31 to school districts for supplemental assistance for teachers
32 in high-need schools under this section, and consider the
33 findings and recommendations of the commission on educator
34 leadership and compensation submitted pursuant to section
35 284.15, subsection 10, relating to the use and effectiveness of

1 the funds distributed to school districts under this section.
2 The department shall submit its findings and recommendations in
3 a report to the general assembly by January 15 annually.

4 3. *School district request for approval.* A school district
5 may request on an annual basis approval from the department
6 for additions to the list of high-need schools the department
7 maintains pursuant to subsection 2 based upon the unique local
8 conditions and needs of the school district. The criteria used
9 to determine the placement of high-need schools on the list in
10 accordance with subsection 2, does not restrict the department
11 from adding a high-need school to the list as requested by a
12 school district on the basis of unique local conditions and
13 needs pursuant to this subsection.

14 4. *Eligibility.* Teachers of all subjects taught in a school
15 included in the department's list of high-need schools shall
16 be eligible to receive supplemental assistance offered in
17 accordance with this section. Notwithstanding any provision of
18 law to the contrary, the department's determination of state
19 supplemental assistance for teachers in high-need schools is
20 not subject to appeal.

21 5. *Moneys received and miscellaneous income.* The
22 distribution of moneys allocated pursuant to section 284.13,
23 subsection 1, paragraph "00e", to a school district shall be
24 made in one payment on or about October 15 of the fiscal year
25 for which the appropriation is made, taking into consideration
26 the relative budget and cash position of the state resources.
27 Such moneys shall not be commingled with state aid payments
28 made under section 257.16 to a school district and shall be
29 accounted for by the local school district separately from
30 state aid payments. Payments made to school districts under
31 this section are miscellaneous income for purposes of chapter
32 257. A school district shall maintain a separate listing
33 within its budget for payments received and expenditures made
34 pursuant to this section.

35 6. *Moneys received to supplement salaries.* Moneys received

1 by a school district pursuant to section 284.13, subsection 1,
2 paragraph "00e", shall be used to supplement and not supplant
3 the salary being received by a teacher in a high-need school,
4 and shall not be considered under chapter 20 by an arbitrator
5 or other third party in determining a comparison of the wages
6 of teachers in that high-need school with the wages of teachers
7 in other buildings or in another school district.

8 Sec. 48. Section 284.13, subsection 1, Code 2013, is amended
9 by adding the following new paragraphs:

10 NEW PARAGRAPH. 0e. (1) For the following years, to the
11 department of education, for purposes of teacher leadership
12 supplemental aid payments to school districts for implementing
13 the career paths, leadership roles, and compensation framework
14 or comparable system approved in accordance with section
15 284.15, the following amounts:

16 (a) For the fiscal year beginning July 1, 2013, and ending
17 June 30, 2014, five million dollars.

18 (b) For the fiscal year beginning July 1, 2014, and ending
19 June 30, 2015, fifty million dollars.

20 (c) For the fiscal year beginning July 1, 2015, and ending
21 June 30, 2016, fifty million dollars.

22 (d) For the fiscal year beginning July 1, 2016, and ending
23 June 30, 2017, fifty million dollars.

24 (e) For the fiscal year beginning July 1, 2017, and for
25 each succeeding fiscal year, one million five hundred thousand
26 dollars.

27 (2) (a) For the initial school year for which a school
28 district receives department approval for and implements a
29 system in accordance with section 284.15, subsection 8, teacher
30 leadership supplement foundation aid payable to that school
31 district shall be paid from the allocation made in subparagraph
32 (1) for that school year. For that school year, the teacher
33 leadership supplement foundation aid payable to the school
34 district is the product of the teacher leadership district
35 cost per pupil for the school year multiplied by the school

1 district's budget enrollment.

2 (b) For budget years subsequent to the initial school year
3 for which a school district implemented a system and received
4 funding pursuant to subparagraph division (a), the teacher
5 leadership supplement foundation aid payable to that school
6 district shall be paid from the appropriation made in section
7 257.16.

8 (3) Of the moneys allocated to the department for the
9 purposes of this paragraph "0e", not more than one million
10 dollars shall be used by the department for the development of
11 a delivery system implementing the career paths and leadership
12 roles specified in section 284.15 including but not limited
13 to planning grants to districts and area education agencies,
14 technical assistance for the department, technical assistance
15 for districts and area education agencies, training and staff
16 development, and the contracting of external expertise and
17 services. A portion of the moneys allocated annually to the
18 department for purposes of this subparagraph (3) may be used
19 by the department for administrative purposes and for not more
20 than five full-time equivalent positions.

21 (4) Of the moneys allocated to the department for the
22 purposes of this paragraph "0e", not more than five hundred
23 thousand dollars annually shall be used by the department to
24 provide technical assistance to school districts and area
25 education agencies in the design and implementation of the
26 teacher career paths, leadership roles, and compensation
27 framework established pursuant to section 284.15, and
28 for not more than two full-time equivalent positions. In
29 allocating and expending moneys appropriated pursuant to this
30 subparagraph, the department shall give priority to school
31 districts with certified enrollments of fewer than six hundred
32 students.

33 (5) Of the moneys allocated to the department for purposes
34 of this paragraph "0e", for each fiscal year of the fiscal
35 period beginning July 1, 2014, and ending June 30, 2017, the

1 amount remaining after the allocations in subparagraphs (3)
2 and (4) shall be payable to the school districts that have
3 an approved career path, leadership roles, and compensation
4 framework or approved comparable system as provided in section
5 284.15.

6 (6) For each fiscal year of the fiscal period beginning
7 July 1, 2013, and ending June 30, 2017, moneys received by a
8 school district pursuant to this paragraph "0e" shall not be
9 considered under chapter 20 by an arbitrator or other third
10 party in determining a comparison of the wages of teachers in
11 that school district with the wages of teachers in another
12 school district.

13 (7) The receipt of funding by a school district for the
14 purposes of this paragraph "0e", and the need for additional
15 funding for the purposes of this paragraph "0e", or the
16 enrollment count of eligible students under this chapter,
17 shall not be considered to be unusual circumstances, create an
18 unusual need for additional funds, or qualify under any other
19 circumstances that may be used by the school budget review
20 committee to grant supplemental aid to or establish modified
21 allowable growth for a school district under section 257.31.

22 NEW PARAGRAPH. 00e. For the fiscal year beginning July 1,
23 2014, and for each subsequent fiscal year, to the department
24 of education, ten million dollars for purposes of implementing
25 the supplemental assistance for teachers in high-need schools
26 provisions of section 284.11. Annually, of the moneys
27 allocated to the department for purposes of this paragraph, up
28 to one hundred thousand dollars may be used by the department
29 for administrative purposes and for not more than one full-time
30 equivalent position.

31 Sec. 49. Section 284.13, subsection 1, paragraph e, Code
32 2013, is amended to read as follows:

33 e. Notwithstanding section 8.33, any moneys remaining
34 unencumbered or unobligated from the moneys allocated for
35 purposes of paragraph paragraphs "a", "b", or "c" through "00e"

1 shall not revert but shall remain available in the succeeding
2 fiscal year for expenditure for the purposes designated.

3 The provisions of section 8.39 shall not apply to the funds
4 appropriated pursuant to this subsection.

5 Sec. 50. Section 284.13, Code 2013, is amended by adding the
6 following new subsection:

7 NEW SUBSECTION. 3. The state board may adopt rules which
8 assure the allocation of resources under this section in a
9 manner that optimizes the fulfillment of the purposes specified
10 in sections 284.11 and 284.15.

11 Sec. 51. NEW SECTION. **284.15 Iowa teacher career paths,**
12 **leadership roles, and compensation framework.**

13 1. To promote continuous improvement in Iowa's quality
14 teaching workforce and to give Iowa teachers the opportunity
15 for career recognition that reflects the various roles teachers
16 play as educational leaders, a framework for Iowa teacher
17 career paths, leadership roles, and compensation is established
18 for teachers employed by school districts. A teacher employed
19 by an area education agency may be included in a framework
20 established by a school district if the area education agency
21 and the school district enter into a contract for such purpose.
22 The framework is designed to accomplish the following goals:

23 a. To attract able and promising new teachers by offering
24 competitive starting salaries and offering short-term
25 and long-term professional development and leadership
26 opportunities.

27 b. To retain effective teachers by providing enhanced career
28 opportunities.

29 c. To promote collaboration by developing and supporting
30 opportunities for teachers in schools and school districts
31 statewide to learn from each other.

32 d. To reward professional growth and effective teaching
33 by providing pathways for career opportunities that come with
34 increased leadership responsibilities and involve increased
35 compensation.

1 e. To improve student achievement by strengthening
2 instruction.

3 2. The Iowa teacher career paths, leadership roles, and
4 compensation requirements under the framework shall be as
5 follows:

6 a. Initial teacher.

7 (1) The salary for an initial teacher who has successfully
8 completed an approved practitioner preparation program as
9 defined in section 272.1 or holds an initial or intern teacher
10 license issued under chapter 272, and who participates in the
11 initial teacher mentoring and induction program as provided in
12 this chapter, shall be at least thirty-five thousand dollars,
13 which shall also constitute the minimum salary for an Iowa
14 teacher.

15 (2) An initial teacher shall complete a teacher residency
16 during the first year of employment that has all of the
17 following characteristics:

18 (a) Intensive supervision or mentoring by a mentor teacher
19 or lead teacher.

20 (b) Sufficient collaboration time for the initial teacher
21 in the residency year to be able to observe and learn from
22 model teachers, mentor teachers, and lead teachers employed by
23 school districts located in this state.

24 (c) A teaching load of not more than seventy-five percent
25 student instruction to allow the initial teacher time for
26 observation and learning.

27 (d) A teaching contract issued under section 279.13 that
28 establishes an employment period which is five days longer
29 than that required for career teachers employed by the school
30 district of employment. The five additional contract days
31 shall be used to strengthen instructional leadership in
32 accordance with this subsection.

33 (e) Frequent observation, evaluation, and professional
34 development opportunities.

35 b. Career teacher. A career teacher is a teacher who holds

1 a statement of professional recognition issued under chapter
2 272 or who meets all of the following requirements:

3 (1) Has successfully completed the initial teacher
4 mentoring and induction program and has successfully completed
5 a comprehensive evaluation.

6 (2) Has demonstrated the competencies of a career teacher as
7 determined under the school district's comprehensive evaluation
8 of the initial teacher.

9 (3) Holds a valid license issued under chapter 272.

10 (4) Participates in teacher professional development as set
11 forth in this chapter and demonstrates continuous improvement
12 in teaching.

13 *c.* Model teacher. A model teacher is a teacher who meets
14 the requirements of paragraph "b", has met the requirements
15 established by the school district that employs the teacher,
16 is evaluated by the school district as demonstrating the
17 competencies of a model teacher, has participated in a rigorous
18 review process, and has been recommended for a one-year
19 assignment as a model teacher by a site-based review council
20 appointed pursuant to subsection 3. A school district shall
21 designate at least ten percent of its teachers as model
22 teachers, though the district may enter into an agreement with
23 one or more other districts or an area education agency to meet
24 this requirement through a collaborative arrangement. The
25 terms of the teaching contracts issued under section 279.13 to
26 model teachers shall exceed by five days the terms of teaching
27 contracts issued under section 279.13 to career teachers, and
28 the five additional contract days shall be used to strengthen
29 instructional leadership in accordance with this subsection. A
30 model teacher shall receive annually a salary supplement of at
31 least two thousand dollars.

32 *d.* Mentor teacher. A mentor teacher is a teacher who
33 is evaluated by the school district as demonstrating the
34 competencies and superior teaching skills of a mentor teacher,
35 and has been recommended for a one-year assignment as a mentor

1 teacher by a site-based review council appointed pursuant
2 to subsection 3. In addition, a mentor teacher shall hold
3 a valid license issued under chapter 272, participate in
4 teacher professional development as outlined in this chapter,
5 demonstrate continuous improvement in teaching, and possess
6 the skills and qualifications to assume leadership roles. A
7 mentor teacher shall have a teaching load of not more than
8 seventy-five percent student instruction to allow the teacher
9 to mentor other teachers. A school district shall designate
10 at least ten percent of its teachers as mentor teachers,
11 though the district may enter into an agreement with one or
12 more other districts or an area education agency to meet this
13 requirement through a collaborative arrangement. The terms
14 of the teaching contracts issued under section 279.13 to
15 mentor teachers shall exceed by ten days the terms of teaching
16 contracts issued under section 279.13 to career teachers, and
17 the ten additional contract days shall be used to strengthen
18 instructional leadership in accordance with this subsection. A
19 mentor teacher shall receive annually a salary supplement of
20 at least five thousand dollars.

21 e. Lead teacher. A lead teacher is a teacher who holds a
22 valid license issued under chapter 272 and has been recommended
23 for a one-year assignment as a lead teacher by a site-based
24 review council appointed pursuant to subsection 4. The
25 recommendation from the council must assert that the teacher
26 possesses superior teaching skills and the ability to lead
27 adult learners. A lead teacher shall assume leadership
28 roles that may include but are not limited to the planning
29 and delivery of professional development activities designed
30 to improve instructional strategies; the facilitation of
31 an instructional leadership team within the lead teacher's
32 building, school district, or other school districts;
33 the mentoring of other teachers; and participation in the
34 evaluation of student teachers. A lead teacher shall have
35 a teaching load of not more than fifty percent student

1 instruction to allow the lead teacher to spend time on
2 co-teaching; co-planning; peer reviews; observing career
3 teachers, model teachers, and mentor teachers; and other
4 duties mutually agreed upon by the superintendent and the lead
5 teacher. A school district shall designate at least five
6 percent of its teachers as lead teachers, though the district
7 may enter into an agreement with one or more other districts
8 or an area education agency to meet this requirement through a
9 collaborative arrangement. The terms of the teaching contracts
10 issued under section 279.13 to lead teachers shall exceed by
11 fifteen days the terms of teaching contracts issued under
12 section 279.13 to career teachers, and the fifteen additional
13 contract days shall be used to strengthen instructional
14 leadership in accordance with this subsection. A lead teacher
15 shall receive annually a salary supplement of at least ten
16 thousand dollars.

17 3. The salary supplement received by model, mentor, and lead
18 teachers shall fully cover the salary costs of the additional
19 contract days required of teachers in those leadership roles.
20 Notwithstanding any provision of law to the contrary, the
21 determinations of salary supplements paid pursuant to this
22 section are not subject to appeal.

23 4. The school board shall appoint a site-based review
24 council for each of the district's attendance centers.

25 a. Each council shall be comprised of equal numbers of
26 teachers, administrators, and parents or guardians of students
27 enrolled in the attendance center. Teacher members shall
28 include teachers who conduct peer group reviews in accordance
29 with section 284.8 and who have been nominated by the certified
30 employee organization that represents the school district's
31 teachers, if such organization exists.

32 b. The council shall accept and review applications
33 submitted to the school's or the school district's
34 administration for assignment or reassignment as a model,
35 mentor, or lead teacher, and shall make recommendations

1 regarding the applications to the superintendent of the school
2 district. In developing recommendations, the council shall
3 utilize measures of teacher effectiveness and professional
4 growth, consider the needs of the school district, and review
5 the performance and professional development of the applicants.
6 Any teacher recommended for assignment or reassignment as a
7 model, mentor, or lead teacher shall have demonstrated to
8 the council's satisfaction competency on the Iowa teaching
9 standards as set forth in section 284.3.

10 c. An assignment as a model teacher, mentor teacher, or
11 lead teacher pursuant to this section shall be subject to
12 review by the school's or the school district's administration
13 at least annually. The review shall include peer feedback
14 on the effectiveness of the teacher's performance of duty
15 specific to the teacher's career path. A teacher who completes
16 the time period of assignment as a model, mentor, or lead
17 teacher may apply to the school's or the school district's
18 administration for assignment in a new role if appropriate or
19 for reassignment.

20 5. A teacher employed in a school district shall not receive
21 less compensation in that district than the teacher received
22 in the school year preceding participation, as set forth in
23 section 284.4, due to implementation of this Act. A teacher
24 who achieves national board for professional teaching standards
25 certification and meets the requirements of section 256.44
26 shall continue to receive the award as specified in section
27 256.44 in addition to the compensation set forth in this
28 section.

29 6. Prior to July 1, 2016, a school district may apply to
30 the department for early implementation of the career paths,
31 leadership roles, and compensation framework specified in
32 subsection 2, or a comparable system of career paths and
33 compensation for teachers that contains differentiated multiple
34 leadership roles.

35 7. On or after July 1, 2016, each school district shall

1 implement career paths, leadership roles, and compensation
2 in accordance with subsection 2, or a comparable system, for
3 which the school district received approval from the department
4 under subsection 9. Compliance with this subsection shall be
5 determined by the accreditation team authorized pursuant to
6 section 256.11.

7 8. A school district that meets the requirements of section
8 284.7 is exempt from the provisions of subsections 1 through 5
9 until July 1, 2016.

10 9. The department shall establish criteria and a process
11 for application and approval of the framework established
12 under subsection 1, and for comparable systems, which a school
13 district shall implement pursuant to subsection 6, or implement
14 in accordance with subsection 7.

15 10. A school district is encouraged to utilize
16 appropriately licensed teachers emeritus in the implementation
17 of this section.

18 11. The framework or comparable system approved and
19 implemented by a school district in accordance with this
20 section shall be applicable to teachers in every attendance
21 center operated by the school district.

22 12. Subject to an appropriation by the general assembly for
23 purposes of this subsection, a school district may apply to the
24 department for a planning grant to design an implementation
25 strategy for the framework established pursuant to subsection
26 1 or a comparable system of career paths and compensation for
27 teachers that contains differentiated multiple leadership
28 roles. The planning grant shall be used to facilitate a
29 local decision-making process that includes representation
30 of administrators, teachers, and parents and guardians of
31 students. The department shall establish and make available an
32 application for the awarding of planning grants for purposes
33 of this subsection.

34 13. The department shall establish, and provide staffing
35 and administrative support for a commission on educator

1 leadership and compensation. The commission shall monitor
2 with fidelity the implementation of the framework established
3 by school districts pursuant to subsection 1. The commission
4 shall also evaluate and make recommendations to the department
5 on applications for approval of a comparable system submitted
6 to the department pursuant to subsection 6, and on the
7 expenditure of moneys appropriated for purposes of this
8 section. In addition, the commission shall review the use and
9 effectiveness of the funds distributed to school districts for
10 supplemental assistance to teachers in high-need schools under
11 section 284.11.

12 *a.* The commission shall be comprised of teachers, parents
13 and guardians of children enrolled in Iowa's school districts,
14 school administrators, school board members, postsecondary
15 faculty, designees representing education-related professional
16 organizations, and business and community leaders.

17 *b.* Members shall be appointed by the director of the
18 department to three-year terms which are staggered at the
19 discretion of the director and which begin and end as provided
20 in section 69.19. Appointments shall comply with sections
21 69.16, 69.16A, and 69.16C. Vacancies on the commission shall
22 be filled in the same manner as the original appointment.
23 A person appointed to fill a vacancy shall serve only for
24 the unexpired portion of the term. Members are entitled to
25 reimbursement of actual expenses incurred in performance of
26 their official duties.

27 *c.* By December 15 annually, the commission shall submit its
28 findings and any recommendations, including but not limited to
29 any recommendations for changes to the framework established
30 in subsection 1 and for changes to section 284.11 relating to
31 state supplemental assistance to teachers in high-need schools,
32 in a report to the director, the state board, the governor, and
33 the general assembly.

34 14. *a.* Teacher leadership supplement foundation aid
35 calculated under section 257.10, subsection 12, shall be paid

1 as part of the state aid payments made to school districts in
2 accordance with section 257.16.

3 *b.* Notwithstanding section 284.3A, teacher leadership
4 supplement foundation aid shall not be combined with regular
5 wages to create a combined salary.

6 c. The teacher leadership supplement district cost as
7 calculated under section 257.10, subsection 12, is not subject
8 to a uniform reduction in accordance with section 8.31.

9 Sec. 52. CODE EDITOR DIRECTIVE. The Code editor shall
10 delete references in the Code, and Code language directly
11 related to the references, to sections and subsections of the
12 Code repealed by this division of this Act effective July 1,
13 2016.

EXPLANATION

15 This bill relates to programs and activities under the
16 purview of the department of education, the state board
17 of education, the college student aid commission, school
18 districts, and accredited nonpublic schools. The bill makes
19 appropriations and provides for establishment and retention
20 of certain fees and includes transition and effective date
21 provisions.

DIVISION I — IOWA ONLINE LEARNING INITIATIVE — FEES
AND APPROPRIATIONS. The bill directs the department of
education to establish fees payable by school districts and
accredited nonpublic schools participating in the Iowa learning
online initiative established by Code section 256.42. The
bill provides that fees collected pursuant to the bill are
appropriated to the department to be used only for the purpose
of administering the initiative and cannot exceed the budgeted
cost of administering the initiative to the extent not covered
by other moneys appropriated in the bill. The bill specifies
that providing professional development necessary to prepare
teachers to participate in the initiative is to be considered
such a cost. The bill provides that unused fees do not revert
but remain available in subsequent fiscal years to expand

1 coursework offered under the initiative.

2 The bill appropriates \$1,500,000 per year from the state
3 general fund for fiscal years 2013-2014, 2014-2015, and
4 2015-2016, to the department to be used for administering the
5 Iowa online learning initiative and for not more than three
6 full-time equivalent positions.

7 DIVISION II — TRAINING AND EMPLOYMENT OF TEACHERS. The bill
8 directs the department of education to develop and implement
9 a teach Iowa marketing and public outreach initiative by
10 January 1, 2014, and appropriates \$3 million from the general
11 fund of the state to the department for each of FY 2013-2014
12 and FY 2014-2015 for teach Iowa marketing, a public outreach
13 initiative, and a student teacher pilot project.

14 The bill provides five goals for the initiative: to motivate
15 high performing students to enter teacher preparation programs
16 and to enter the teaching profession in Iowa; to motivate
17 teacher candidates, especially those in science, technology,
18 engineering, and mathematics fields, to enter teacher
19 preparation programs and to enter the teaching profession in
20 Iowa; to recruit high-caliber teacher candidates to pursue
21 teaching careers in Iowa; to encourage teacher candidates to
22 pursue teaching careers in rural Iowa; and to inform the public
23 of the value of the teaching profession and of the importance
24 of Iowa's education system to the future of Iowa.

25 The bill directs the department of education to establish
26 an online state education job posting system. The system
27 is to be designed and implemented for the online posting of
28 education-related job openings. The system must be accessible
29 via the department's internet site and must include a mechanism
30 for the electronic submission of job openings for posting on
31 the system.

32 The bill requires school districts, charter schools, and
33 area education agencies to submit all of their job openings to
34 the department of education for posting on the system. The
35 bill requires the department to post all of its job openings

1 on the system. The bill provides that accredited nonpublic
2 schools may, but are not required to, submit job openings to
3 the department for posting on the system.

4 The establishment of the online state education job posting
5 system is not to be construed to prohibit any employer from
6 advertising job openings and recruiting employees independently
7 of the system, to prohibit any employer from using another
8 method of advertising job openings or another applicant
9 tracking system in addition to the system, or to provide the
10 department of education with any regulatory authority in the
11 hiring process or hiring decisions of any employer other than
12 the department itself.

13 The bill establishes a teach Iowa scholar program within the
14 department of education to provide teach Iowa scholar grants
15 to selected high-caliber teachers. The department is required
16 to administer the program in collaboration with the college
17 student aid commission.

18 The bill directs the department to establish eligibility
19 criteria for teach Iowa scholar grants that at a minimum
20 requires that an applicant must have been in the top 25 percent
21 academically of students entering a state-approved teacher
22 preparation program, or have earned other comparable academic
23 credentials; and be preparing to teach in fields including but
24 not limited to science, technology, engineering, mathematics,
25 or a hard-to-staff subject as identified annually by the
26 department.

27 A selected applicant who has successfully completed an
28 approved practitioner preparation program is eligible for a
29 teach Iowa scholar grant for each year of full-time employment
30 completed in Iowa as a teacher for a school district, charter
31 school, area education agency, or accredited nonpublic school.
32 The bill provides that a teach Iowa scholar grant cannot exceed
33 \$4,000 per year per recipient, and cannot exceed \$20,000 total
34 per recipient over a five-year period.

35 The bill directs the state board of education to adopt rules

1 for the teach Iowa scholar program in collaboration with the
2 college student aid commission. The rules are to include a
3 process for the department of education to determine which
4 eligible applicants will receive teach Iowa scholar grants.

5 The bill establishes a teach Iowa scholar fund in the state
6 treasury to be administered by the department of education
7 and to consist of moneys appropriated by the general assembly
8 and any other moneys received by the department for deposit
9 in the fund. The bill appropriates moneys in the fund to the
10 department for the program.

11 The bill directs the department of education to establish
12 a teach Iowa student teaching pilot project subject to an
13 appropriation of sufficient funds by the general assembly.
14 The department is required to establish the pilot project in
15 collaboration with two institutions of higher education which
16 offer state-approved teacher preparation programs. The two
17 institutions must include one regents institution and one
18 accredited private institution.

19 The pilot project will provide students in teacher
20 preparation programs with a one-year student teaching
21 experience. A participating institution of higher education
22 must work with school districts to place groups of students
23 in a student teaching experience for an entire academic
24 year, taking geographic diversity into consideration in the
25 selection of school districts. A participating institution
26 of higher education must also supervise the student teachers
27 in the classroom and provide the students with weekly on-site
28 instruction in pedagogy.

29 The bill repeals the teacher shortage loan forgiveness
30 program as of July 1, 2014. Unobligated and unencumbered
31 moneys in the teacher shortage loan forgiveness repayment
32 fund revert to the state general fund on July 1, 2014. Any
33 remaining obligations of the teacher shortage loan forgiveness
34 program continuing on or after July 1, 2014, will be met with
35 moneys in the teach Iowa scholar fund established by the bill.

1 DIVISION III — ASSESSMENTS — IOWA PROMISE DIPLOMA
2 SEAL PROGRAM. The bill relates to student achievement,
3 including the administration of assessments to measure student
4 achievement and the establishment and implementation of the
5 Iowa promise diploma seal program for qualifying graduating
6 high school students. The bill appropriates \$4 million from
7 the general fund of the state to the department of education
8 for each of the next two fiscal years, FY 2013-2014 and FY
9 2014-2015, to pay for the costs of developing and implementing
10 the Iowa promise diploma seal program and to pay the cost of
11 providing Iowa's students with college entrance examinations
12 or other college and career readiness and universal constructs
13 assessments.

14 Under current law, the state board of education is required
15 to specify by rule that the district-wide assessment of student
16 progress that school districts must administer shall be the
17 assessment utilized by school districts statewide in the school
18 year beginning July 1, 2011. The bill amends the provision
19 that the requirement may be met using a successor assessment
20 administered by the same assessment provider.

21 The bill establishes an Iowa promise diploma seal program
22 within the department of education. The program must be
23 designed by the director of the department to define college-
24 and career-ready performance expectations that are aligned to
25 national and international college- and career-ready standards;
26 compel stronger alignment of curriculum, instruction, and
27 assessment with the knowledge, skills, and abilities most
28 predictive of student success in secondary and postsecondary
29 education programs, and in careers; identify high school
30 graduates who demonstrate specific competencies aligned with
31 college and career readiness; validate that students have met
32 specific expectations and demonstrated essential competencies
33 or skills identified by the department as important across
34 a range of education and career opportunities; recognize
35 students by awarding a diploma seal associated with specific

1 subjects or areas of accomplishment; encourage participating
2 Iowa colleges and universities to grant automatic admission to
3 students awarded a seal or to exempt students awarded a seal
4 from additional placement or readiness testing, although the
5 diploma seal shall not replace the institutions' admissions
6 requirements; and encourage business and industry to establish
7 hiring preferences to students awarded a seal.

8 The bill also creates within the department an Iowa promise
9 diploma seal program council to regularly advise and make
10 recommendations to the director of the department of education
11 and the state board on the operation of the program. The
12 governor is charged with appointing the council's members.

13 The council shall submit its findings and recommendations
14 periodically and at least annually in a report to the governor,
15 the director, and the state board. The council is responsible
16 for recommending specific academic or skill areas for which
17 an Iowa promise diploma seal may be awarded; standards that
18 reflect the high quality of work a student must complete;
19 specific requirements and criteria for awarding a seal;
20 adjustments to types or categories of seals available for
21 award; a tiered implementation schedule that begins July 1,
22 2014, and results in full implementation of the program by
23 July 1, 2017; and strategies to encourage Iowa colleges and
24 universities to automatically admit or to exempt a student
25 who was awarded a seal from additional placement or readiness
26 testing and to encourage participating Iowa businesses and
27 industries to establish hiring preferences to an applicant who
28 was awarded a seal.

29 The council shall be comprised of at least 20 voting
30 members representing the secondary education community; the
31 postsecondary education community; small, medium, or large
32 business employers; local government; state government; and
33 economic development entities. Members shall be appointed
34 to reflect a balance between educators and noneducators. In
35 selecting individuals for appointment to the council, the

1 governor must seek nominations from a number of business,
2 industry, and educational associations, alliances, and
3 councils; postsecondary institutions; and certain state
4 agencies.

5 Four members of the general assembly shall serve as ex
6 officio, nonvoting members of the council, and are eligible for
7 per diem and expenses.

8 The state board shall adopt, and may amend, standards,
9 requirements, and criteria for awarding an Iowa promise diploma
10 seal, which shall be made available to school districts and
11 participating accredited nonpublic schools not later than
12 July 1, 2014; and shall, by that date, adopt rules for the
13 administration of the program, including rules establishing
14 the minimum components of the program that are part of the
15 educational standards for grades 9 through 12.

16 Beginning July 1, 2014, school boards must implement the
17 program as part of the district's high school graduation
18 requirements and make the seals available to graduating high
19 school students who qualify under rules adopted by the state
20 board. Accredited nonpublic schools may participate in the
21 program and offer students the opportunity to participate.

22 DIVISION IV — TEACHER AND ADMINISTRATOR DEVELOPMENT
23 SYSTEM. The bill provides for changes relating to the
24 Iowa teaching standards and the Iowa standards for school
25 administrators, for the establishment of statewide systems
26 of evaluation for teachers and administrators and for
27 performance review requirements for teachers, and establishes
28 a council on educator development charged with reviewing
29 the current teacher and administrator evaluation systems
30 and current performance review requirements, and to make
31 recommendations to the director regarding improvement to the
32 evaluation and performance review requirements for teachers and
33 administrators, as appropriate. The bill appropriates \$500,000
34 from the general fund of the state to the department of
35 education for FY 2013-2014, and \$3.5 million for FY 2014-2015

1 for developing and implementing an Iowa educator development
2 system and for the council.

3 EVALUATION AND PERFORMANCE REVIEW. The bill directs
4 the state board of education to adopt rules establishing
5 a statewide system of evaluation and performance review
6 requirements for teachers and a statewide system of evaluation
7 requirements for administrators. The statewide systems of
8 evaluation and performance for teachers and the statewide
9 system of evaluation for administrators shall align with
10 Iowa teaching standards or the Iowa standards for school
11 administrators, as appropriate, and shall use clear and concise
12 evaluation and performance review criteria and descriptors;
13 provide for a fair and balanced use of student outcome
14 measures; include a tiered evaluation or performance review
15 system that differentiates at least three levels of teacher
16 performance; and be applicable to all teachers and school
17 administrators, as appropriate, in a charter school, school
18 district, or area education agency (AEA).

19 DIRECTOR'S DUTIES. Current law directs the director of the
20 department of education to develop Iowa standards for school
21 administrators, which the bill amends to charge the director
22 with also reviewing and revising the standards as necessary.

23 The bill also charges the director with developing, for
24 implementation by July 1, 2015, Iowa teaching standards and
25 Iowa standards for school administrators designed specifically
26 for purposes of Code chapters 279, 284, and 284A. The
27 standards must be based on significant input from Iowa
28 educators and must align with nationally accepted teaching and
29 administrator standards. The director shall review and may
30 revise the standards as necessary. The bill provides for the
31 repeal of the current Iowa teaching standards effective July
32 1, 2015.

33 The director is also charged with reviewing and, where
34 necessary, revising the standards and requirements for the
35 evaluator training program that is established in Code section

1 284.10; developing and implementing a coaching and support
2 system for teachers aligned with the Iowa teacher career
3 paths, leadership roles, and compensation framework proposed
4 by the department; and with developing and implementing a
5 coaching and support system for administrators aligned with the
6 beginning administrator mentoring and induction program that is
7 established in Code section 284A.5.

8 SCHOOL BOARD RESPONSIBILITIES. School boards are directed
9 to establish written evaluation criteria and to implement
10 annually evaluation procedures that are consistent with the
11 statewide system of evaluation for teachers and administrators
12 and with the performance review requirements for administrators
13 established by the state board, and with the requirements
14 established under the student achievement and teacher quality
15 program or the administrator quality program, as appropriate.

16 The bill provides for the repeal, effective July 1, 2015,
17 of the current Iowa teaching standards established in Code
18 section 284.3, subsection 1, and for repeal on that same date
19 of language in Code section 284A.3 that requires school boards
20 to provide for evaluations for administrators under individual
21 professional development plans and which authorizes school
22 boards to establish additional administrator standards and
23 related criteria.

24 COUNCIL ON EDUCATOR DEVELOPMENT. The director is required
25 to convene a council on educator development. The council must
26 make recommendations to the director concerning development
27 of a holistic vision of teacher and administrator development
28 and dissemination of this vision to schools, school districts,
29 and AEAs; methods designed to foster a culture of continuous
30 learning and improvement within schools, school districts, and
31 AEAs with differentiated supports for educators; Iowa teaching
32 standards and the Iowa standards for school administrators;
33 performance review criteria for teachers and evaluation
34 criteria for teachers and administrators; a method for
35 establishing a fair and balanced use of student outcome

1 measures; and a means to differentiate levels of teacher
2 performance.

3 The council shall be comprised of at least 17 voting
4 members appointed by the director: Eight members representing
5 education stakeholders, four of whom shall be practitioners
6 knowledgeable about the Iowa core curriculum, and four of
7 whom shall be knowledgeable about current education research
8 and practice in educator quality; one member representing the
9 department of education and who will serve as chairperson of
10 the council; one member representing the AEAs; one member
11 representing a certified employee organization representing
12 teachers; one member representing a statewide organization
13 representing school administrators; one member representing
14 rural school districts selected by a statewide organization
15 representing school boards; one member representing an
16 organization made up of Iowa school districts with the largest
17 student enrollments; one member representing Iowa's approved
18 teacher preparation programs; one member representing Iowa's
19 approved administrator preparation programs; and one member
20 representing parents of Iowa elementary or secondary students.
21 The director may appoint additional education stakeholders.
22 Four members of the general assembly shall serve as ex officio,
23 nonvoting members of the council.

24 The council shall submit its findings and recommendations
25 to the state board of education, the governor, and the general
26 assembly by January 1, 2015.

27 The director shall consider the findings and recommendations
28 of the council to revise evaluator training in accordance with
29 Code section 256.9, subsection 63; and to develop a statewide
30 evaluation system and performance review requirements for
31 teachers and a statewide system of evaluation requirements for
32 administrators, which the director shall submit to the state
33 board of education for approval.

34 APPROPRIATIONS. From the appropriations made to the
35 department for fiscal years 2013-2014 and 2014-2015, the

1 department may use up to \$300,000 each year for administrative
2 purposes and for three full-time equivalent positions.

3 The bill also makes a number of technical changes.

4 DIVISION V — IOWA TEACHER CAREER AND COMPENSATION MATTERS.

5 This bill establishes a framework for Iowa teacher career
6 paths, leadership roles, and compensation for school districts,
7 replacing the current Iowa teacher career path and salary
8 minimums effective July 1, 2016; amends the state school
9 foundation program to provide a teacher leadership supplement
10 to school districts; provides for an annual appropriation to
11 the department of education so that it may provide technical
12 assistance to school districts and area education agencies
13 (AEAs) for design and implementation of the framework; provides
14 for the establishment of a commission on educator leadership
15 and compensation; and provides for allocations under the
16 student achievement and teacher quality program, and makes
17 other related changes to Code chapter 284, which establishes
18 the program.

19 TEACHER LEADERSHIP SUPPLEMENT. Code section 257.1,
20 providing for the state school foundation program, is amended
21 to add the teacher leadership supplement to the combined
22 foundation base to provide that the district cost for total
23 teacher leadership supplement is funded entirely through state
24 aid, and to add the teacher leadership supplement to the
25 funding sources whose amounts should not be rounded to the
26 nearest whole dollar when computations are made.

27 Code section 257.9 is amended to establish a state cost per
28 pupil beginning with the school budget year beginning July
29 1, 2014, for the teacher leadership. Code section 257.10 is
30 amended to provide that the district cost of the total teacher
31 leadership supplement shall be added to a school district's
32 combined district cost.

33 For the budget year beginning July 1, 2014, the teacher
34 leadership supplement district cost per pupil shall be
35 calculated by the department of management considering the

1 annual allocation of teacher leadership supplemental aid and
2 statewide student enrollment. For the budget year beginning
3 July 1, 2015, and succeeding budget years, the teacher
4 leadership supplement district cost per pupil for each school
5 district for a budget year is the teacher leadership supplement
6 program district cost per pupil for the base year plus the
7 teacher leadership supplement state allowable growth amount for
8 the budget year. Beginning July 1, 2015, if the department of
9 management determines that the unadjusted teacher leadership
10 supplement district cost of a school district for a budget
11 year is less than 100 percent of the unadjusted teacher
12 leadership supplement district cost for the base year for the
13 school district, the school district shall receive a budget
14 adjustment for that budget year equal to the difference. The
15 bill also provides that the use of the funds calculated for
16 the supplement shall comply with the requirements of the
17 student achievement and teacher quality program and shall be
18 distributed to teachers pursuant to the Code section which
19 establishes the framework.

20 FRAMEWORK AND TECHNICAL ASSISTANCE. Though school districts
21 have until July 1, 2016, to implement approved frameworks
22 or comparable systems of career paths and compensation that
23 contain differentiated multiple leadership roles, school
24 districts may, prior to that date, apply to the department
25 for early implementation of the framework or a comparable
26 system. The department is directed to establish criteria
27 and a process for application and approval of the framework
28 and comparable systems. The bill appropriates \$500,000 from
29 the general fund of the state annually to the department to
30 provide technical assistance with not more than two full-time
31 equivalent positions to school districts and AEAs in the design
32 and implementation of the framework. In distributing and
33 expending these moneys, the department must give priority to
34 school districts with enrollments of fewer than 600 students.
35 A teacher employed by an AEA may be included in a framework

1 established by a school district if the AEA and the school
2 district enter into a contract for such purpose.

3 PLANNING GRANTS. Subject to an appropriation by the general
4 assembly, a school district may also apply to the department
5 for a planning grant to design an implementation strategy to
6 establish the framework established or a comparable system.
7 The application submitted to the department must reflect a
8 local decision-making process that includes representation
9 of administrators, teachers, and parents and guardians
10 of students. The department is directed to establish an
11 application for the awarding of planning grants.

12 FRAMEWORK DESIGN. The framework is designed to attract able
13 and promising new teachers by offering competitive starting
14 salaries and offering short-term and long-term professional
15 development and leadership opportunities, retain effective
16 teachers by providing enhanced career opportunities, promote
17 collaboration by developing and supporting opportunities for
18 teachers in schools and school districts statewide to learn
19 from each other, reward professional growth and effective
20 teaching by providing pathways for career opportunities that
21 involve increased leadership responsibilities and increased
22 compensation, and improve student achievement by strengthening
23 instruction.

24 CAREER AND LEADERSHIP ROLES AND COMPENSATION. The framework
25 includes five career or leadership roles for teachers. The
26 salary established in the bill for an initial teacher who meets
27 the requirements specified in the bill is at least \$35,000,
28 which amount also constitutes the minimum teacher salary for
29 the state. An initial teacher must meet the current definition
30 in the Code for a beginning teacher, but the initial teacher
31 must also complete a teacher residency during the first year
32 of employment that includes intensive supervision or mentoring
33 by a mentor teacher or lead teacher; sufficient collaboration
34 time to be able to observe and learn from model, mentor, and
35 lead teachers; a teaching load of not more than 75 percent

1 student instruction to allow time for observation and learning;
2 a teaching contract that establishes an employment period which
3 is five days longer than that required for career teachers;
4 and for frequent observation, evaluation, and professional
5 development opportunities.

6 The second role, career teacher, requires the same
7 conditions as that specified in the current Iowa teacher career
8 path, but the compensation level for the career teacher is
9 unspecified in the bill.

10 The third role, model teacher, is a career teacher who
11 is evaluated by the school district as demonstrating the
12 competencies of a model teacher, has participated in a rigorous
13 review process, and has been recommended for a one-year
14 assignment as a model teacher by a site-based review council.
15 The term of the model teacher's teaching contract shall exceed
16 by five days the terms of career teachers' teaching contracts.
17 A model teacher shall receive annually a salary supplement of
18 at least \$2,000.

19 The fourth role, mentor teacher, is a teacher who is
20 evaluated by the school district as demonstrating the
21 competencies and superior teaching skills of a mentor teacher,
22 and has been recommended for a one-year assignment as a mentor
23 teacher by a site-based review council. The mentor teacher
24 must also participate in teacher professional development,
25 demonstrate continuous improvement in teaching, and possess the
26 skills and qualifications to assume leadership roles. A mentor
27 teacher shall have a teaching load of not more than 75 percent
28 student instruction to allow the teacher to mentor other
29 teachers. The mentor teacher's teaching contract shall exceed
30 by 10 days the terms of career teachers' teaching contracts. A
31 mentor teacher shall receive annually a salary supplement of at
32 least \$5,000.

33 The fifth role, lead teacher, is a teacher who has been
34 recommended for a one-year assignment as a lead teacher by a
35 site-based review council. The recommendation from the council

1 must assert that the teacher possesses superior teaching skills
2 and the ability to lead adult learners. A lead teacher must
3 assume leadership roles that may include but are not limited
4 to the planning and delivery of professional development
5 activities; the facilitation of an instructional leadership
6 team within the lead teacher's building, school district, or
7 other school districts; the mentoring of other teachers; and
8 participation in the evaluation of student teachers. A lead
9 teacher shall have a teaching load of not more than 50 percent
10 student instruction to allow the lead teacher to spend time
11 on co-teaching; co-planning; peer reviews; observing career
12 teachers, model teachers, and mentor teachers; and other
13 duties mutually agreed upon by the superintendent and the lead
14 teacher. The term of the lead teacher's teaching contract
15 must exceed by 15 days the terms of career teachers' teaching
16 contracts. A lead teacher shall receive annually a salary
17 supplement of at least \$10,000.

18 A school district shall designate at least 10 percent of its
19 teachers as model teachers, 10 percent as mentor teachers, and
20 5 percent as lead teachers, though a district may enter into
21 an agreement with one or more other districts or an AEA to meet
22 these requirements through a collaborative arrangement.

23 Additional contract days must be used to strengthen
24 instructional leadership. The salary supplement received by
25 model, mentor, and lead teachers shall fully cover the salary
26 costs of the additional contract days. The determinations of
27 salary supplements are not subject to appeal.

28 An assignment is subject to review by the school's or the
29 school district's administration at least annually. The
30 review must include peer feedback. A teacher who completes
31 the time period of assignment as a model, mentor, or lead
32 teacher may apply to the school's or the school district's
33 administration for assignment in a new role if appropriate or
34 for reassignment.

35 SITE-BASED REVIEW COUNCIL. Each school board must appoint

1 a site-based review council for each of the district's
2 attendance centers that is comprised of equal numbers of
3 teachers, administrators, and parents or guardians of students
4 enrolled in the attendance center. Teacher members shall
5 include teachers who conduct peer group reviews and who have
6 been nominated by the collective bargaining organization, if
7 one exists, that represents the teachers. The council must
8 accept and review applications submitted to the school's or the
9 school district's administration for assignment as a model,
10 mentor, or lead teacher, and make recommendations regarding
11 the applications to the school district superintendent. In
12 developing recommendations, the council must utilize measures
13 of teacher effectiveness and professional growth, consider
14 the needs of the school district, and review the performance
15 and professional development of the applicants. Any teacher
16 recommended for assignment as a model, mentor, or lead
17 teacher shall have demonstrated to the council's satisfaction
18 competency on the Iowa teaching standards.

19 **TEACHER SALARY MONEYS.** As under current Code section 284.7,
20 a school district shall use teacher salary supplement moneys
21 to raise teacher salaries to meet the requirements of the
22 framework, and a school district that is unable to meet the
23 requirements with those funds may request a waiver from the
24 department to use the district's early intervention allocation.

25 **MODEL STRUCTURE IMPOSITION.** On or after July 1, 2016,
26 each school district shall implement the framework or a
27 comparable system approved by the department. The department's
28 accreditation team is charged with determining compliance. A
29 school district is encouraged to utilize teachers emeritus.

30 **FRAMEWORK IMPLEMENTATION.** A school district that meets
31 the requirements of the Iowa teacher career path established
32 in Code section 284.7 is exempt from meeting the framework
33 requirements until July 1, 2016. The framework implemented
34 shall be applicable to the teachers in every attendance center.
35 The bill repeals Code section 284.7 and a related provision

1 in Code section 284.8, and Code section 284.9, relating to
2 establishment of a review panel for advancement under the Iowa
3 teacher career path, effective July 1, 2016.

4 APPROPRIATION ALLOCATIONS. From moneys that the general
5 assembly appropriates for purposes of teacher leadership
6 supplemental aid payments to school districts for the student
7 achievement and teacher quality program, the bill allocates
8 to the department, for purposes of implementing frameworks
9 or comparable systems approved by the department, \$5 million
10 for FY 2013-2014; \$50 million for FY 2014-2015, FY 2015-2016,
11 and FY 2016-2017; and \$1.5 million for FY 2017-2018 and each
12 subsequent fiscal year.

13 Of the moneys allocated, not more than \$1 million shall be
14 used by the department for the development of a delivery system
15 implementing the career paths and leadership roles, including
16 but not limited to planning grants to districts and AEAs,
17 technical assistance for the department, technical assistance
18 for districts and AEAs, training and staff development, and the
19 contracting of external expertise and services. Annually, of
20 these funds, the department may use not more than \$500,000 for
21 administrative purposes and for not more than five full-time
22 equivalent positions.

23 For the initial school year for which a school district
24 implements an approved system, teacher leadership supplement
25 foundation aid payable to that school district shall be paid
26 from the allocation made for such purposes for that school
27 year. For that school year, the teacher leadership supplement
28 foundation aid payable to the school district is the product of
29 the teacher leadership district cost per pupil for the school
30 year multiplied by the school district's budget enrollment.

31 For budget years subsequent to the initial school year for
32 which a school district implemented a system and received
33 funding, the teacher leadership supplement foundation aid
34 payable to that school district shall be paid from the standing
35 unlimited appropriation for state foundation aid in Code

1 section 257.16.

2 The bill establishes that the receipt of funding by a
3 school district for the purposes implementing career paths and
4 leadership roles, the need for additional funding for such
5 purposes, or the enrollment of eligible students under this
6 chapter, shall not be considered to be unusual circumstances,
7 create an unusual need for additional funds, or qualify under
8 any other circumstances that may be used by the school budget
9 review committee to grant supplemental aid to or establish
10 modified allowable growth for a school district.

11 The bill exempts teacher leadership supplement foundation
12 aid from a requirement that state aid for teacher compensation
13 be combined with regular wages to create a combined salary.

14 The teacher leadership supplement district cost is not
15 subject to a uniform reduction that may be implemented when
16 the governor determines that estimated budget resources for a
17 fiscal year are insufficient to pay all appropriations in full.

18 The state board is directed to adopt rules that assure
19 the allocation of resources in a manner that optimizes the
20 fulfillment of the purposes of providing state assistance for
21 teachers in high-need schools and for purposes of implementing
22 the framework or a comparable system.

23 COLLECTIVE BARGAINING CONSIDERATIONS. The bill prohibits,
24 from July 1, 2013, to June 30, 2017, the consideration of
25 moneys received by a school district for implementation of
26 the framework by an arbitrator or other third party under
27 collective bargaining in determining a comparison of the wages
28 of the teachers in that district with the wages of teachers in
29 another district.

30 REVERSIONS AND TRANSFERS OF MONEYS. The bill establishes
31 that moneys allocated for the student achievement and teacher
32 quality program shall not revert but shall remain available in
33 the succeeding fiscal year for expenditure for the purposes
34 designated. Such moneys may not be transferred by the
35 department for another purpose. Currently, moneys allocated

1 for the establishment of teacher development academies that
2 remain unexpended at the end of the fiscal year shall revert
3 and may be transferred for other purposes.

4 COMMISSION ON EDUCATOR LEADERSHIP AND COMPENSATION. The
5 department is directed to appoint and provide staffing and
6 administrative support for a commission on educator leadership
7 and compensation. The commission shall monitor with fidelity
8 the implementation of the framework by school districts. The
9 commission shall also evaluate and make recommendations to
10 the department on applications submitted to the department
11 for approval of comparable systems, and on the expenditure
12 of moneys appropriated for teacher salary supplement and for
13 planning grants. In addition, the commission must review
14 the use and effectiveness of state assistance distributed to
15 school districts for teachers in high-need schools and, by
16 December 15 annually, shall submit all of its findings and any
17 recommendations in a report to the director of the department
18 of education, the state board of education, the governor, and
19 the general assembly.

20 RULES. The bill directs the state board to adopt rules
21 for the administration of Code chapter 284, and makes related
22 changes. The bill includes "initial teacher" within the
23 definition of "beginning teacher".

24 MENTOR TEACHER EXPERIENCE. A teacher assigned to mentor
25 a beginning teacher through the beginning teacher mentoring
26 and induction program must under the bill have two years,
27 rather than the current requirement of four years of successful
28 teaching practice.

29 PERFORMANCE REVIEWS. From provisions related to the
30 performance review, which is a summative evaluation of a
31 teacher other than a beginning teacher, the bill eliminates
32 Code language that states that the review is also used for
33 purposes of career advancement.

34 PROFESSIONAL DEVELOPMENT FUNDING PRIORITIES. Currently,
35 school districts and area education agencies must have as a

1 goal for the use of state professional development funds the
2 provision of one additional contract day or the equivalent for
3 professional development. The bill strikes and replaces that
4 language with a requirement that districts and agencies make
5 implementation of the professional development provisions of
6 the teacher career paths and leadership roles the priority for
7 the use of the funds.

8 STATE SUPPLEMENTAL ASSISTANCE FOR TEACHERS IN HIGH-NEED
9 SCHOOLS. The bill provides for state assistance to encourage
10 school districts to provide supplemental assistance to teachers
11 to teach in high-need schools.

12 The bill requires the department to collect relevant data
13 and establish a list of high-need schools which shall be
14 eligible for state supplemental assistance. The department
15 must establish a process and criteria to determine which
16 schools are placed on the lists and must revise the lists
17 annually. Criteria for the determination of which high-need
18 schools shall be placed on the list shall be based upon factors
19 that include but are not limited to the socioeconomic status
20 of the students enrolled in the school, the percentage of
21 the school's student body who are limited English proficient
22 students, and the school's graduation rates.

23 The department's determination of state supplemental
24 assistance for teachers in high-need schools is not subject
25 to appeal. Moneys received by a school district for such
26 purpose shall be used to supplement and not supplant the salary
27 being received by a teacher in a high-need school, and shall
28 not be considered under Code chapter 20 by an arbitrator or
29 other third party in determining a comparison of the wages of
30 teachers in that high-need school with the wages of teachers in
31 other buildings or in another school district.

32 APPROPRIATION ALLOCATION. Also from moneys that the
33 general assembly appropriates for purposes of the student
34 achievement and teacher quality program, the bill allocates to
35 the department for the fiscal year beginning July 1, 2014, and

1 for each subsequent fiscal year, \$10 million for purposes of
2 implementing the state supplemental assistance for teachers in
3 high-need schools provisions. The department may use a portion
4 of the funds for administrative purposes. The department is
5 directed to develop a standardized process for distributing the
6 moneys to school districts, and in determining the process for
7 distribution of the moneys, must take into consideration the
8 amount of money appropriated for the given year and the minimal
9 amount of money needed per teacher to motivate a teacher to
10 accept a teaching position in a high-need school. A school
11 district receiving moneys for incentives must certify annually
12 to the department how the moneys were used by the school
13 district.

14 REVIEW AND REPORT. The department must review the use and
15 effectiveness of the funds distributed to school districts for
16 supplemental assistance for teachers in high-need schools,
17 and must consider the commission on educator leadership and
18 compensation's findings and recommendations. The department
19 shall submit its findings and recommendations in a report to
20 the general assembly by January 15 annually.

21 UNIQUE LOCAL CONDITIONS AND NEEDS. A school district may
22 request on an annual basis approval from the department for
23 the addition of high-need schools based upon the unique local
24 conditions and needs of the school district. The criteria the
25 department uses to determine the placement of high-need schools
26 on its list does not restrict the department from adding a
27 high-need school as requested by a school district on the basis
28 of unique local conditions and needs.

29 TEACHER ELIGIBILITY FOR INCENTIVES. Teachers of all
30 subjects taught in a school included in the department's
31 list of high-need schools shall be eligible to receive state
32 supplemental assistance for teachers in high-need schools.

33 CODE EDITOR DIRECTIVE. The bill directs the Code editor
34 to delete Code references in the bill with respect to future
35 repeals of Code provisions.